

2019

# KENTUCKY CHILD CARE WORKFORCE STUDY



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Child Care Aware of Kentucky is funded through the Kentucky Cabinet for Health and Family Services, Division of Child Care (DCC). The goals of Child Care Aware of Kentucky are to provide information to families seeking child care in Kentucky, assist providers in locating professional development opportunities and participation in Kentucky ALL STARS, as well as meet licensing standards and facilitate community involvement through participation in community organizations and in outreach activities.

This report is the third study examining the child care workforce. This report, additional whitepapers, and previous reports are available online:

[www.kentuckypartnership.org/workforce](http://www.kentuckypartnership.org/workforce)



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This report is the third study examining factors in the child care workforce since 2012. This report and previous reports are available online:

<https://www.kentuckypartnership.org/products/mrs>

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## Executive Summary

Every day, in child care centers and family child care homes, approximately thirteen thousand people, mostly women, are paid to provide education and care to children. These child care providers are responsible for facilitating cognitive and social development, as well as providing a strong base for lifelong learning. Yet, across almost all the child care settings in the state, child care teachers and directors are in economic distress, especially in rural areas.

In 2019, progress toward better compensation and workforce support remains limited and uneven across the state and among different roles in child care. The findings from this study are reflective of national trends and attest to persistent low wages, household income, and earning disparities of the child care workforce, including directors, teachers and family child care providers.

Nationwide, the median wage for early childhood educators across settings is \$10.72 (Bureau of Labor Statistics, 2017). Although the state of Kentucky raised the minimum wage, an average median wage is only \$2.51 higher than median wages across the country. Furthermore, these increases are insufficient to bring early childhood educator incomes in line with that of teachers of older children. With lower wages positively correlating with limited access to health care and other employment benefits received directly from whom they work, the Kentucky child care workforce will continue to experience attrition as only less than half of the population aspire to remain in the field of early childhood care and education. From this study we learned the following.

- ⇒ The biggest challenges for program directors are finding qualified staff, turnover, and low wages.
- ⇒ Directors, teachers, and family child care providers experience significant wage differences by region and area, especially for providers from rural counties in the East.
- ⇒ Very few child care providers have health insurance covered by their employer or have employers who contribute to the cost of health insurance.
- ⇒ Overall, there was an increase from 2014 in those pursuing secondary income opportunities.
- ⇒ Despite the low wages and benefits, child care providers view their jobs as a career.
- ⇒ Retirement and aspirations for a new job or career are two primary reasons child care providers will leave the field.
- ⇒ Overall, child care providers have used supports and services provided and are satisfied with the services. FCC providers are most satisfied with the services.
- ⇒ Providers indicate an interest in more professional learning opportunities in the areas of working with homeless populations and formal curriculum.
- ⇒ Providers overwhelmingly know about the ALL STARS program and the benefits toward improving quality.
- ⇒ A small percentage of child care programs are accredited by a recognized organization.



# Methodology

## Sample & Data Sources

The 2019 Kentucky Workforce Survey (WFS) included three types of child care workforce population: directors, teachers, and family child care homes (FCC).

Contact information for survey respondents was obtained through the Early Care and Education Training Records Information System (ECE-TRIS), the database to store and maintain professional development and training records for early care and education professionals in Kentucky. Obtained data consisted of active records for 1,502 child care directors, 13,252 teachers, and 232 certified homes. The data included participants’ first and last name, address, email address, office phone number, position title, and organizational affiliation.

## Data Collection

Data collection was administered via survey designed individually for three types of study participants. A web-based survey format was used for the study. Surveys were replicated from the 2014 Kentucky Workforce Study and included sections as presented in Table 1.

Table 1. Survey sections

| Directors                                               | FCC                                 | Teachers                            |
|---------------------------------------------------------|-------------------------------------|-------------------------------------|
| Program Characteristics                                 | Program Characteristics             | Position Characteristics            |
| Staff Levels & Turnover                                 | Assistant Caregivers                | Children You Serve                  |
| Employee Wages & Benefits                               | Wages & Benefits                    | Training & Professional Development |
| Work Environment & Support for Professional Development | Training & Professional Development | Quality Improvement                 |
| Staff Training                                          | Quality Improvement                 | Personal Profile                    |
| Quality Improvement                                     | Personal Profile                    |                                     |
| Personal Profile                                        |                                     |                                     |

The surveys were administered through a web-based platform Qualtrics (Qualtrics, Provo, UT). A multiple-contact approach was used to increase the response rate. In February 2019, using the list of child care directors, teachers, and certified homes, a personalized email was distributed via Qualtrics. The email contained background information about the study and a direct survey link.

In March 2019, providers who had not yet completed the survey were sent a reminder email asking them to complete the survey. Two weeks later, a second reminder was sent to those who had not responded. An anonymous survey link was also posted on the Kentucky Partnership for Early Childhood Services/Child Care Aware website (<https://www.kentuckypartnership.org/survey>), shared on the

Partnership’s official social media accounts (Facebook and Twitter), sent via DCC Listserv, and shared by Child Care Aware field staff.

To increase participation rates, a random drawing for incentives was offered to all child care providers who completed the survey. One child care director, one teacher, and one family child care provider was selected at a random from respondents to receive a \$100 gift card. In total three gift cards were offered to respondents.

## Survey Population

The 2019 Kentucky Workforce survey was completed by 1,573 participants. Table 2 illustrates the response rate by survey respondent.

Table 2. Response rate by respondent type

|                            | Total                | Directors          | Teachers             | FCC               |
|----------------------------|----------------------|--------------------|----------------------|-------------------|
| Population                 | 14,986               | 1,502              | 13,252               | 232               |
| Bounced                    | 1,067                | 85                 | 966                  | 16                |
| <b>Adjusted Population</b> | <b>13,919</b>        | <b>1,417</b>       | <b>12,286</b>        | <b>216</b>        |
| Partial Completes          | 513                  | 181                | 328                  | 4                 |
| Completes                  | 1,059                | 267                | 748                  | 44                |
| <b>Overall Response</b>    | <b>1,572 (11.3%)</b> | <b>448 (31.7%)</b> | <b>1,076 (8.76%)</b> | <b>48 (22.2%)</b> |

The distribution of responses was also calculated based on geographic region (East, Central, and West) and demographic area (Urban and Rural) for each respondent type and among all respondents (Tables 3 & 4).

Table 3. Response rate by geographic region designation

|                     | Total       | Directors   | Teachers    | FCC        |
|---------------------|-------------|-------------|-------------|------------|
| East                | 232 (1.67%) | 56 (4%)     | 167 (1.36%) | 9 (4.17%)  |
| Central             | 923 (6.63%) | 242 (17.1%) | 654 (5.32%) | 27 (12.5%) |
| West                | 318 (2.28%) | 105 (7.41%) | 205 (1.67%) | 8 (3.7)    |
| Region Not Provided | 99 (0.7%)   | 45 (3.25%)  | 50 (1.67%)  | 4 (1.85%)  |

Table 4. Response rate by demographic area designation

|                   | Total       | Directors    | Teachers    | FCC         |
|-------------------|-------------|--------------|-------------|-------------|
| Urban             | 934 (6.71%) | 261 (18.42%) | 648 (5.27%) | 25 (11.57%) |
| Rural             | 539 (3.88%) | 142 (10.1%)  | 378 (3.08%) | 19 (8.8%)   |
| Area Not Provided | 99 (0.71%)  | 45 (3.18%)   | 50 (0.41%)  | 4 (1.85%)   |

---

## Data Characteristics & Entry Procedures

Data were exported from Qualtrics into Microsoft Excel and edited for duplication based on provided participant's email address, date of birth, and the last four digits of Social Security number. In case of duplicate entries, data were reviewed for completeness and recency. Entries that were least current and/or complete were removed from the database. Once duplicate entries were removed, participant email address, date of birth and the last four digits of the Social Security number (when provided) were used to identify organizational affiliation. Organizational affiliation was used to determine participant county, region, area, and ALL STARS rating level. After adding the aforementioned fields, identifying information was deleted from the database.

Each participant was asked to report salary and identify whether the reported salary was hourly, weekly, monthly, or annual. To ensure consistency in analysis of reported salaries, all weekly, monthly and annual salaries were converted to an hourly wage, whereas provided hourly, weekly, and monthly wages were converted to an annual salary. Due to the inconsistency of indicated hours and the wide range of responses, the following averages were used in the calculation (see Table 5).

Table 5. Hourly workload conversion

| Hours Per Week              | Average Used in Calculation |
|-----------------------------|-----------------------------|
| less than 10 hours per week | 20 hours per week           |
| 10-20 hours per week        |                             |
| 21-34 hours per week        |                             |
| 35-40 hours per week        | 40 hours per week           |
| 41-50 hours per week        |                             |
| more than 50 hours per week |                             |

For example, if the respondent reported earning \$200.00 per week working 21-34 hours/week, the hourly wage was determined by dividing by 20 and recorded as \$10.00 per hour. If a respondent's annual salary was reported as \$20,000.00 working 41-50 hours per week, the annual salary was calculated by dividing by 2080 and recorded as \$9.62. Similarly, to allow comparisons between 2014 and 2019 annual salary data, hourly, weekly, and monthly salaries were converted to an annual wage by multiplying by the average hourly rate. For instance, if a respondent indicated earning \$9.50 per hour and working more than 50 hours per week, that hourly wage was multiplied by 2080 (40 hours \* 52 work weeks) and recorded as \$19,760.00.

Converted hourly and annual salaries were calculated at the 75<sup>th</sup> percentile, meaning 75 percent of participants received hourly/annual compensation at or below this level. All salaries were rounded to the nearest \$0.005. Hourly/annual salaries were calculated by blending county responses by geographic region and demographic area designations provided by the Division of Child Care (DCC; Tables 6 & 7).

Table 6. Geographic region designation

|         | Counties                                                                                                                                                                                                                                                                                                                                                                            |
|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| East    | Bath, Bell, Boyd, Bracken, Breathitt, Carter, Clay, Elliot, Fleming, Floyd, Greenup, Harlan, Jackson, Johnson, Knott, Knox, Laurel, Lawrence, Lee, Leslie, Letcher, Lewis, Magoffin, Martin, Mason, Menifee, Montgomery, Morgan, Owsley, Perry, Pike, Robertson, Rockcastle, Rowan, Whitley, Wolfe                                                                                  |
| Central | Adair, Anderson, Boone, Bourbon, Boyle, Bullitt, Campbell, Carroll, Casey, Clark, Clinton, Cumberland, Estill, Fayette, Franklin, Gallatin, Garrard, Grant, Green, Harrison, Henry, Jefferson, Jessamine, Kenton, Lincoln, Madison, McCreary, Mercer, Nicholas, Oldham, Owen, Pendleton, Powell, Pulaski, Russell, Scott, Shelby, Spencer, Taylor, Trimble, Wayne, Woodford         |
| West    | Allen, Ballard, Barren, Breckinridge, Butler, Caldwell, Calloway, Carlisle, Christian, Crittenden, Daviess, Edmonson, Fulton, Graves, Grayson, Hancock, Hardin, Hart, Henderson, Hickman, Hopkins, LaRue, Livingston, Logan, Lyon, Marion, Marshall, McCracken, McLean, Meade, Metcalfe, Monroe, Muhlenberg, Nelson, Ohio, Simpson, Todd, Trigg, Union, Warren, Washington, Webster |

Table 7. Demographic area designation

|       | Counties                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Urban | Barren, Bell, Boone, Bourbon, Boyd, Boyle, Calloway, Campbell, Christian, Clark, Daviess, Fayette, Franklin, Graves, Greenup, Hardin, Henderson, Jefferson, Jessamine, Kenton, Madison, Mason, McCracken, Perry, Pike, Pulaski, Taylor, Warren                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Rural | Adair, Allen, Anderson, Ballard, Bath, Bracken, Breathitt, Breckinridge, Bullitt, Butler, Caldwell, Carlisle, Carroll, Carter, Casey, Clay, Clinton, Crittenden, Cumberland, Edmonson, Elliott, Estill, Fleming, Floyd, Fulton, Gallatin, Garrard, Grant, Grayson, Green, Hancock, Harlan, Harrison, Hart, Henry, Hickman, Hopkins, Jackson, Johnson, Knott, Knox, LaRue, Laurel, Lawrence, Lee, Leslie, Letcher, Lewis, Lincoln, Livingston, Logan, Lyon, Magoffin, Marion, Marshall, Martin, McCreary, McLean, Meade, Menifee, Mercer, Metcalfe, Monroe, Montgomery, Morgan, Muhlenberg, Nelson, Nicholas, Ohio, Oldham, Owen, Owsley, Pendleton, Powell, Robertson, Rockcastle, Rowan, Russell, Scott, Shelby, Simpson, Spencer, Todd, Trigg, Trimble, Union, Washington, Wayne, Webster, Whitley, Wolfe, Woodford |

When analyzing hourly and annual salaries at the 75<sup>th</sup> percentile, only those hourly/annual wage entries that were +/- 1 standard deviation (SD) were included in the analysis. Outliers above and beyond 1 SD were removed. The hourly/annual salary ranges varied by respondent type (Table 8). Table 9 presents the total number of removed and remaining salaries by wage and respondent type.

Table 8. Standard deviation salary ranges

|           | Hourly Wage  |              | Annual Wage  |              |
|-----------|--------------|--------------|--------------|--------------|
|           | -1 SD Salary | +1 SD Salary | -1 SD Salary | +1 SD Salary |
| Directors | \$8.28       | \$25.12      | \$16,245.00  | \$57,727.00  |
| FCC       | \$5.50       | \$22.10      | \$15,374.73  | \$36,821.27  |
| Teachers  | \$7.68       | \$15.14      | \$15,685.70  | \$31,415.16  |

Table 9. Adjusted salary entries

|           | Hourly Wage |             |                        | Annual Wage |                        |
|-----------|-------------|-------------|------------------------|-------------|------------------------|
|           | N           | Removed     | Total After Adjustment | Removed     | Total After Adjustment |
| Directors | 228         | 48 (21.1%)  | 180                    | 35 (15.35%) | 193                    |
| FCC       | 41          | 5 (12.2%)   | 36                     | 13 (31.7%)  | 27                     |
| Teachers  | 698         | 147 (21.1%) | 551                    | 89 (12.75%) | 609                    |

## Study Limitations

The study has several limitations. First, the response rate of 11.3% is below recommendations. However, the survey was disseminated to the overall population of child care directors, teachers (including assistant teachers and aides) and family child care homes rather than to a representative sample.

Second, findings on participants' gender, age, and level of education were excluded from the analyses due to inconsistent ECE-TRIS data. In addition, due to lack of consistent data on participants' hourly workload, an average of 20 hours per week for part-time and 40 hours per week for full-time child care providers was used to standardize hourly and annual wage.

Last, as with all online surveys, access issues exist, especially in the child care provider population. Issues included survey invitations marked as "spam", deleted by potential participants as "unwanted" or "junk" email, and/or not working email addresses (N=1,067). To help mitigate these issues and increase the response rate for the study, an anonymous survey link was created and posted on the Kentucky Partnership for Early Childhood Services website (<https://www.kentuckypartnership.org/survey>), shared on the Partnership's official social media accounts (Facebook and Twitter), sent via DCC Listserv, and shared by Child Care Aware field staff.

# Key Findings

## Kentucky Child Care Workforce Compensation & Benefits

This section reports unstandardized median annual and hourly salaries of child care providers based on facility type, funding source, license type, household income, geographic region, and demographic area. This section includes findings on participants' secondary employment, child care workforce benefits, and household income.

### Annual and Hourly Compensation

The survey included a series of questions about compensation, such as number of hours worked per week/month/year; type of wage (hourly, weekly, monthly or annual), and compensation in secondary employment.

Two types of analyses were conducted to explore the annual and hourly wage of survey respondents: unstandardized and standardized. Unstandardized analysis included calculations of the median and was based on all wage entries. Standardized analysis included salary calculations at the 75<sup>th</sup> percentile and included wage entries above and beyond 1 standard deviation (see Tables 1 & 2, Appendix A). In this section, findings from unstandardized salary analyses are presented.

When compared to 2014, median directors' income decreased nearly \$2,000 (Figure 1). Directors' salaries varied by region and area. Directors from the Central part of the state made on average \$8,500 more than those from the East and West. Directors from rural child care centers made nearly 20 percent less than urban directors (Table 10).

For FCC providers, the overall median salary increased approximately \$3,500. Salaries for this population also varied by area. FCC providers in rural areas earned \$4,300 more than their urban colleagues.

Increases in annual median salary were also seen in the teacher population. Teacher income increased from \$18,720 in 2014 to \$22,620 in 2019. However, this wage increase of \$3,900 is insufficient to adjust for inflation within the given time period.

An analysis of hourly median salary indicates a \$5.45 difference in the hourly wage of directors and teachers. Teachers from facilities located in rural East and West made on average \$10.53 per hour, which is at 50<sup>th</sup> percentile of national average (see Table 3, Appendix A).

Table 10. Annual salary median<sup>1</sup>

|                  |                  |                 | <b>N</b>  | <b>Median (\$)</b> | <b>SD (\$)</b> |
|------------------|------------------|-----------------|-----------|--------------------|----------------|
| <b>Directors</b> | <b>Statewide</b> |                 | 228       | <b>31,828.80</b>   | 16,256.77      |
|                  | ALL STARS        | Rated           | 115       | 32,344.00          | 14,366.20      |
|                  |                  | Not-Rated       | 5         | -                  | -              |
|                  | Funding          | Profit          | 82        | 31,200.00          | 17,547.75      |
|                  |                  | Non-Profit      | 124       | 34,660.00          | 15,330.32      |
|                  | License          | Type I          | 119       | 32,000.00          | 14,611.25      |
|                  |                  | Type II         | 1         | -                  | -              |
|                  | Household Income | Under \$20,000  | 5         | -                  | -              |
|                  |                  | \$20,000-40,000 | 56        | 27,560.00          | 8,222.25       |
|                  |                  | \$40,000-70,000 | 63        | 31,657.60          | 11,908.25      |
|                  |                  | Over \$70,000   | 94        | 39,500.00          | 20,240.88      |
|                  | Region           | East            | 31        | 27,643.20          | 19,591.25      |
|                  |                  | Central         | 131       | 36,700.00          | 16,129.49      |
|                  |                  | West            | 60        | 28,880.80          | 13,144.56      |
| Area             | Urban            | 141             | 34,000.00 | 15,375.00          |                |
|                  | Rural            | 81              | 29,120.00 | 17,516.00          |                |
| <b>FCC</b>       | <b>Statewide</b> |                 | 40        | <b>27,560.00</b>   | 10,723.3       |
|                  | ALL STARS        | Rated           | 14        | 26,520.00          | 8,816.22       |
|                  |                  | Not-Rated       | 1         | -                  | -              |
|                  | Household Income | Under \$20,000  | 7         | 15,000.00          | 8,500.74       |
|                  |                  | \$20,000-40,000 | 14        | 26,020.00          | 7,379.15       |
|                  |                  | \$40,000-70,000 | 12        | 30,210.00          | 9,945.326      |
|                  |                  | Over \$70,000   | 6         | 36,000.00          | 18,010.84      |
|                  | Region           | East            | 7         | 30,000.00          | 10,362.89      |
|                  |                  | Central         | 24        | 29,300.00          | 11,882.46      |
|                  |                  | West            | 8         | 20,800.00          | 5,959.9        |
|                  | Area             | Urban           | 23        | 25,000.00          | 11,790.00      |
| Rural            |                  | 16              | 29,300.00 | 9,593.37           |                |
| <b>Teachers</b>  | <b>Statewide</b> |                 | 698       | <b>22,620.00</b>   | 7,819.58       |
|                  | ALL STARS        | Rated           | 509       | 22,152.00          | 7,918.73       |
|                  |                  | Not-Rated       | 14        | 25,698.40          | 5,192.96       |
|                  | License          | Type I          | 520       | 22,308.00          | 7,871.11       |
|                  |                  | Type II         | 3         | -                  | -              |
|                  | Household Income | Under \$20,000  | 150       | 18,720.00          | 6,780.85       |
|                  |                  | \$20,000-40,000 | 247       | 22,880.00          | 6,198.09       |
|                  |                  | \$40,000-70,000 | 154       | 24,000.00          | 7,643.90       |
|                  |                  | Over \$70,000   | 119       | 24,960.00          | 10,087.26      |
|                  | Region           | East            | 112       | 21,920.00          | 8,122.89       |
|                  |                  | Central         | 435       | 22,880.00          | 7,914.24       |
|                  |                  | West            | 138       | 20,945.60          | 7,282.10       |
| Area             | Urban            | 432             | 22,880.00 | 7,707.88           |                |
|                  | Rural            | 253             | 22,000.00 | 8,094.35           |                |

<sup>1</sup> Data on variables with 5 or fewer responses are not included.

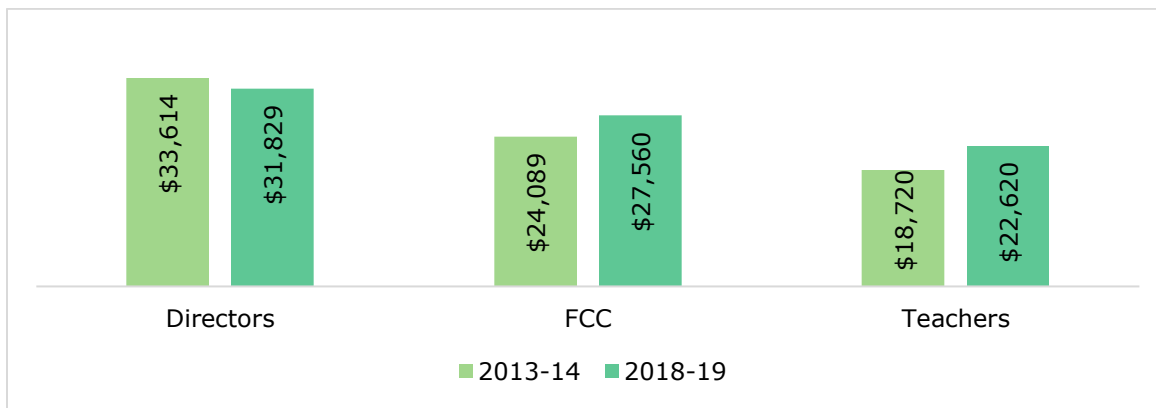


Figure 1. Annual compensation (median) trend by respondent type.

Directors were asked to provide suggestions on the lowest and highest hourly and annual salaries that should be offered to directors, teachers and staff. Table 11 presents the range of suggested annual wages (median) with comparisons to reported salaries by provider type. Director annual median salary was \$4,500 below the suggested wage. Similarly, the reported teacher annual income was \$3,380 lower than the suggested annual wage. An analysis of hourly compensation for early childhood educators as reported by directors is included in Table 4 (Appendix A).

Table 11. Suggested annual compensation (median)<sup>1</sup>

|                  |                  |            | Lowest    |                  | Highest   |                  | Actual Salary (\$) |
|------------------|------------------|------------|-----------|------------------|-----------|------------------|--------------------|
|                  |                  |            | N         | Median (\$)      | N         | Median (\$)      |                    |
| <b>Directors</b> | <b>Statewide</b> |            | 216       | <b>27,040.00</b> | 117       | <b>35,300.00</b> | 31,828.80          |
|                  | ALL STARS        | Rated      | 117       | 28,700.00        | 65        | 37,000.00        | 32,344.00          |
|                  |                  | Not-Rated  | 4         | -                | 3         | -                | -                  |
|                  | Funding          | Profit     | 75        | 25,000.00        | 41        | 34,000.00        | 31,200.00          |
|                  |                  | Non-Profit | 114       | 30,000.00        | 63        | 38,000.00        | 34,660.00          |
|                  | License          | Type I     | 119       | 28,500.00        | 67        | 37,000.00        | 32,000.00          |
|                  |                  | Type II    | 2         | -                | 1         | -                | -                  |
|                  | Region           | East       | 29        | 24,044.80        | 11        | 26,000.00        | 27,643.20          |
|                  |                  | Central    | 127       | 29,500.00        | 81        | 39,200.00        | 36,700.00          |
|                  |                  | West       | 51        | 25,000.00        | 23        | 33,000.00        | 28,880.80          |
| Area             | Urban            | 129        | 28,700.00 | 72               | 37,000.00 | 34,000.00        |                    |
|                  | Rural            | 78         | 25,000.00 | 43               | 31,200.00 | 29,120.00        |                    |

*Continued on page 10*

<sup>1</sup> Data on variables with 5 or fewer total responses are not included.



Table 11. Suggested annual compensation (median) (continued)

|                                 |                  |            | Lowest    |                  | Highest   |                  | Actual Salary (\$) |
|---------------------------------|------------------|------------|-----------|------------------|-----------|------------------|--------------------|
|                                 |                  |            | N         | Median (\$)      | N         | Median (\$)      |                    |
| <b>Teachers</b>                 | <b>Statewide</b> |            | 103       | <b>18,720.00</b> | 75        | <b>26,000.00</b> | 22,620.00          |
|                                 | ALL STARS        | Rated      | 57        | 19,200.00        | 29        | 29,000.00        | 22,152.00          |
|                                 |                  | Not-Rated  | 2         | -                | 1         | -                | -                  |
|                                 | Funding          | Profit     | 33        | 20,000.00        | 23        | 24,000.00        | -                  |
|                                 |                  | Non-Profit | 55        | 19,156.00        | 39        | 30,000.00        | -                  |
|                                 | License          | Type I     | 58        | 19,600.00        | 43        | 29,000.00        | 22,308.00          |
|                                 |                  | Type II    | 1         | -                | 1         | -                | -                  |
|                                 | Region           | East       | 13        | 17,680.00        | 9         | 20,000.00        | 21,920.00          |
|                                 |                  | Central    | 64        | 20,000.00        | 50        | 30,000.00        | 22,880.00          |
|                                 |                  | West       | 24        | 17,368.00        | 16        | 20,400.00        | 20,945.60          |
| Area                            | Urban            | 58         | 19,600.00 | 43               | 30,000.00 | 22,880.00        |                    |
|                                 | Rural            | 43         | 18,720.00 | 32               | 22,420.00 | 22,000.00        |                    |
| <b>Assistant Teachers/Aides</b> | <b>Statewide</b> |            | 85        | <b>17,000.00</b> | 54        | <b>18,720.00</b> | -                  |
|                                 | ALL STARS        | Rated      | 46        | 17,840.00        | 29        | 20,000.00        | -                  |
|                                 |                  | Not-Rated  | 2         | -                | 1         | -                | -                  |
|                                 | Funding          | Profit     | 30        | 15,860.00        | 16        | 18,570.00        | -                  |
|                                 |                  | Non-Profit | 41        | 17,680.00        | 26        | 20,400.00        | -                  |
|                                 | License          | Type I     | 47        | 17,680.00        | 29        | 20,000.00        | -                  |
|                                 |                  | Type II    | 1         | -                | 1         | -                | -                  |
|                                 | Region           | East       | 12        | 15,540.00        | 8         | 17,500.00        | -                  |
|                                 |                  | Central    | 50        | 18,310.00        | 34        | 19,360.00        | -                  |
|                                 |                  | West       | 21        | 15,704           | 12        | 18,000.00        | -                  |
| Area                            | Urban            | 45         | 17,680    | 30               | 19,380.00 | -                |                    |
|                                 | Rural            | 38         | 15,652.00 | 24               | 17,306    | -                |                    |

When asked about differential pay, 40.4% of directors indicated director (N=181) and teacher (N=196) differentiated pay was offered. Pay was differentiated primarily based on the type and amount of training in which staff participated (Table 12). Most respondents who selected 'Other' indicated "Years of experience" as an additional consideration to base differential pay.

Table 12. Base for differential pay

|                                  | Directors |      | Teachers |      | Assistant Teachers/Aides |      |
|----------------------------------|-----------|------|----------|------|--------------------------|------|
|                                  | N         | %    | N        | %    | N                        | %    |
| Level of education               | 39        | 8.7  | 39       | 8.7  | 21                       | 4.7  |
| Type and amount of training      | 113       | 25.2 | 141      | 31.5 | 85                       | 19.0 |
| Demonstrated cultural competency | 45        | 10.0 | 56       | 12.5 | 35                       | 7.8  |
| Languages spoken                 | 22        | 4.9  | 33       | 7.4  | 21                       | 4.7  |
| Other                            | 29        | 6.5  | 34       | 7.6  | 27                       | 6.0  |

## Household Income

Survey respondents were asked to indicate their household income using a provided range from under \$20,000 to over \$70,000. Generally, directors reported a higher household income than FCC providers or teachers. The highest percentage of FCC providers (38.6%) reported household income between \$40,000 and \$70,000, followed by 27.3% reporting \$20,000 to under \$40,000. A majority of teachers (54.2%) reported their household income in the under \$40,000 a year range (Table 13). Since 2014, the number of directors who reported a household income of over \$70,000 increased from 29.0% to 42% (Figure 2). In 2019, there was a 1.7% increase of FCC providers with the household income between \$20,000 and \$40,000, and 5.8% for FCCs with over \$70,000 in household income. The percent of teachers having a household income between \$20,000 and \$40,000 also increased from 25.6% in 2014 to 27.3% in 2019, along with the four percent decrease in participants with the household income of lower than \$20,000 (see Figure 2).

Table 13. Household income by respondent type

|                           | Directors |      | FCC |      | Teachers |      |
|---------------------------|-----------|------|-----|------|----------|------|
|                           | N         | %    | N   | %    | N        | %    |
| Under \$20,000            | 7         | 2.9  | 7   | 15.9 | 158      | 22.5 |
| \$20,000 – under \$40,000 | 49        | 20.3 | 12  | 27.3 | 223      | 31.7 |
| \$40,000 – under \$70,000 | 85        | 35.3 | 17  | 38.6 | 200      | 28.4 |
| Over \$70,000             | 100       | 41.5 | 8   | 18.2 | 122      | 17.4 |
| <b>TOTAL</b>              | 241       |      | 44  |      | 703      |      |

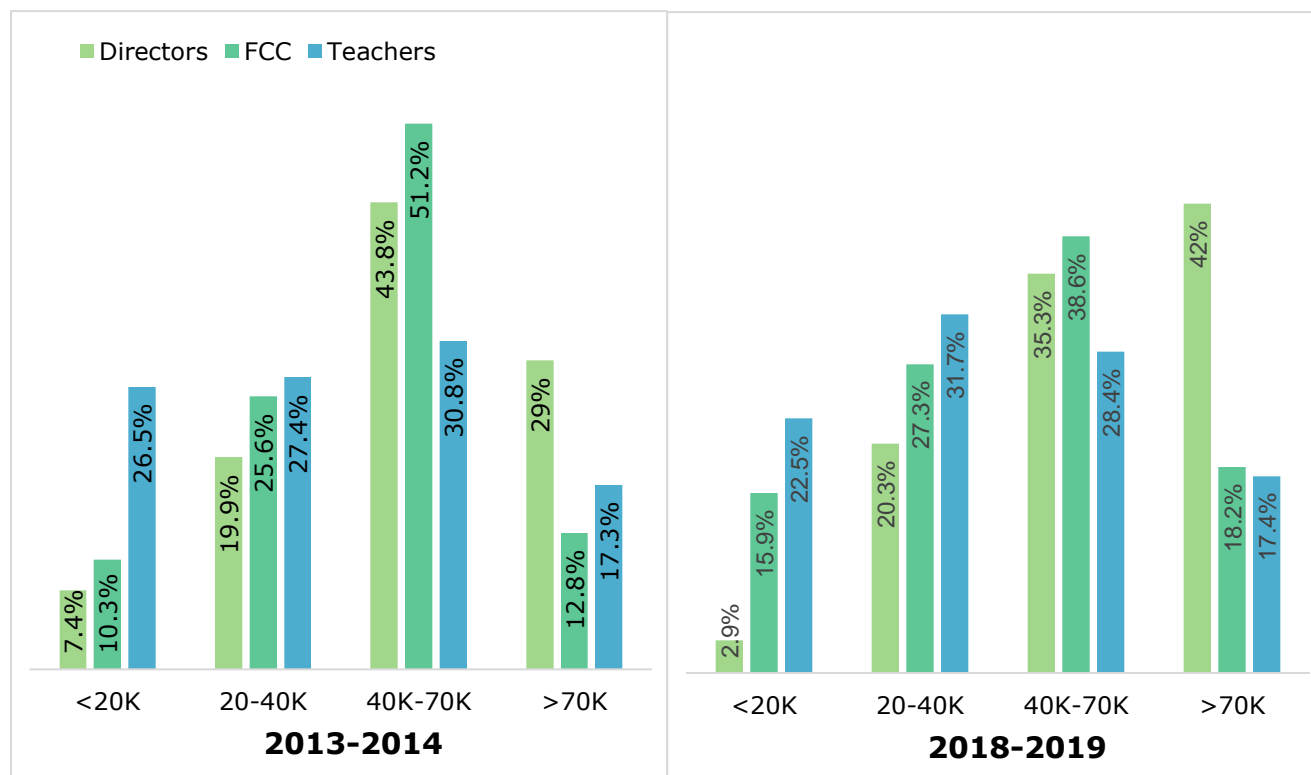


Figure 2. Trends in household income of respondents.

Respondents were asked if they had a secondary income. Less than one fourth of overall respondents (19.2%) reported having a secondary income (Table 14). The statewide median hourly wage for directors having a second job was \$13.68 (Table 15). As shown in Table 15, 18.7% of directors and 19.7% of teachers reported having a secondary income. As for the FCC providers, about 1 in 8 indicated having an additional job outside of child care (Table 14). These numbers are slightly higher than in 2014 (Figure 3).

Table 14. Respondents with secondary jobs

|           | <b>N</b> | <b>%</b> | <b>Total N</b> |
|-----------|----------|----------|----------------|
| Directors | 43       | 18.7     | 230            |
| FCC       | 5        | 12.5     | 40             |
| Teachers  | 138      | 19.7     | 701            |

Table 15. Secondary employment compensation (median)

|           |        | <b>N</b> | <b>Median (\$)</b> | <b>SD (\$)</b> |
|-----------|--------|----------|--------------------|----------------|
| Directors | Annual | 32       | 10,500.00          | 22,839.76      |
|           | Hourly | 32       | 13.68              | 25.77          |
| FCC       | Annual | 5        | 7,800.00           | 12,844.22      |
|           | Hourly | 5        | 15.00              | 9.52           |
| Teachers  | Annual | 124      | 10,400             | 11,254.33      |
|           | Hourly | 124      | 12.50              | 13.87          |

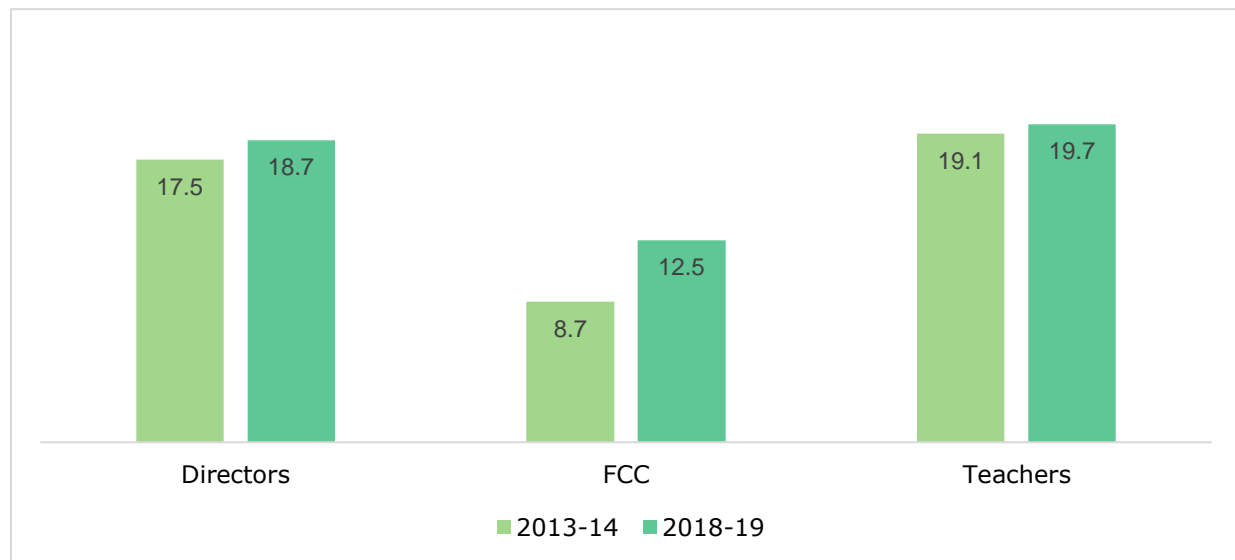


Figure 3. Percent of respondents reporting a secondary income.

### Health Insurance

Survey respondents were asked to indicate if they had access to health care insurance from any source. Overall, the majority of child care providers (91.3%) reported having access to health insurance (Table 16). Having health insurance was reported most often by directors, teachers, and FCCs primarily from non-profit Licensed Type I facilities in urban settings. More directors, teachers, and FCC providers reported having health insurance coverage compared to previous years, an increase of 9%, 26.6%, and 22.6% respectively (see Figure 4).

Just 7.5% of employers paid for health insurance, while 19.2% contributed to the cost of insurance. Directors, teachers, and assistant teachers/aides primarily obtained health insurance through 1) a spouse or 2) Medicaid or Medicare (see Table 17).

Table 16. Access to health care insurance<sup>1</sup>

|                  |           |            | Yes  |             | No  |     | Total |
|------------------|-----------|------------|------|-------------|-----|-----|-------|
|                  |           |            | N    | %           | N   | %   |       |
| <b>Directors</b> | Statewide |            | 241  | <b>92.3</b> | 19  | 7.3 | 261   |
|                  | ALL STARS | Rated      | 117  | 51.5        | 11  | 4.8 | 128   |
|                  |           | Not-Rated  | 4    | -           | -   | -   | 4     |
|                  | Funding   | Profit     | 89   | 57.1        | 6   | 3.8 | 95    |
|                  |           | Non-Profit | 123  | 56.7        | 12  | 5.5 | 135   |
|                  | License   | Type I     | 121  | 52.2        | 10  | 4.3 | 131   |
|                  |           | Type II    | -    | -           | 1   | 50  | 1     |
|                  | Region    | East       | 39   | 69.6        | 4   | 7.1 | 43    |
|                  |           | Central    | 135  | 55.8        | 8   | 3.3 | 143   |
|                  |           | West       | 61   | 58.1        | 6   | 5.7 | 67    |
| Area             | Urban     | 144        | 55.2 | 12          | 4.6 | 156 |       |
|                  | Rural     | 91         | 64.1 | 6           | 4.2 | 97  |       |
| <b>FCC</b>       | Statewide |            | 43   | <b>97.7</b> | 1   | 3.3 | 44    |
|                  | ALL STARS | Rated      | 16   | 88.8        | 1   | 5.6 | 17    |
|                  |           | Not-Rated  | 1    | -           | -   | -   | 1     |
|                  | Region    | East       | 8    | 88.9        | -   | -   | 8     |
|                  |           | Central    | 25   | 92.6        | 1   | 3.7 | 26    |
|                  |           | West       | 8    | 100.0       | -   | -   | 8     |
|                  | Area      | Urban      | 23   | 92.0        | 1   | 4.0 | 24    |
| Rural            |           | 18         | 94.7 | -           | -   | 18  |       |
| <b>Teachers</b>  | Statewide |            | 682  | <b>90.6</b> | 71  | 9.4 | 753   |
|                  | ALL STARS | Rated      | 483  | 60.0        | 54  | 6.7 | 537   |
|                  |           | Not-Rated  | 15   | 75.0        | -   | -   | 15    |
|                  | License   | Type I     | 495  | 60.2        | 54  | 6.6 | 549   |
|                  |           | Type II    | 3    | -           | -   | -   | 3     |
|                  | Region    | East       | 116  | 69.5        | 10  | 6.0 | 126   |
|                  |           | Central    | 411  | 62.8        | 46  | 7.0 | 457   |
|                  |           | West       | 138  | 67.3        | 13  | 6.3 | 151   |
|                  | Area      | Urban      | 412  | 63.6        | 50  | 7.7 | 462   |
| Rural            |           | 253        | 66.9 | 19          | 5.0 | 272 |       |

<sup>1</sup> Data on variables with 5 or fewer total responses are not included.

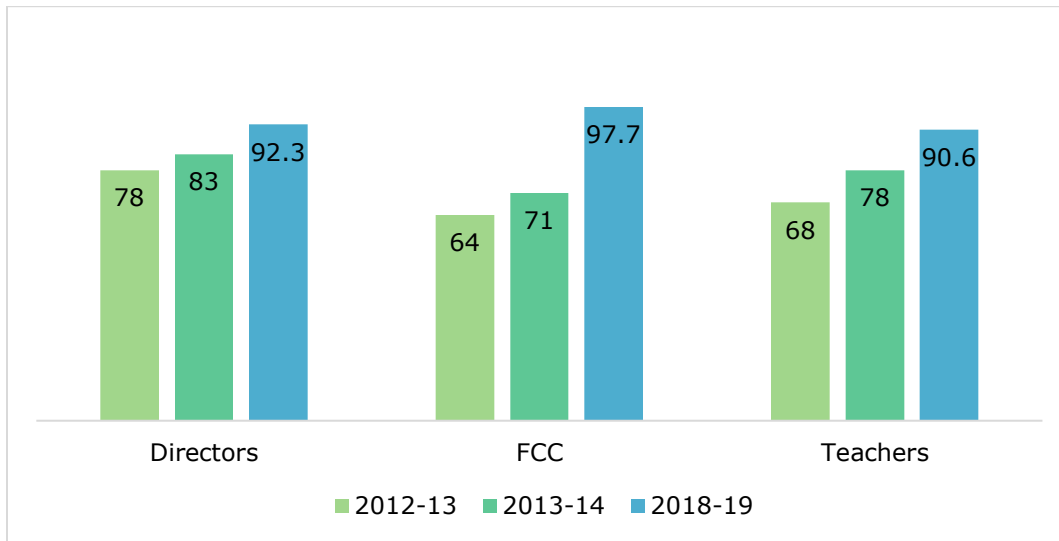


Figure 4. Trends on percent of respondents with access to health insurance.

Table 17. Providers of health insurance

|                                               | Directors |      | FCC |      | Teachers |      |
|-----------------------------------------------|-----------|------|-----|------|----------|------|
|                                               | N         | %    | N   | %    | N        | %    |
| I have my own health insurance policy         | 37        | 15.4 | 7   | 16.3 | 61       | 9.0  |
| I am covered through Medicare/Medicaid        | 34        | 14.2 | 14  | 32.6 | 140      | 20.6 |
| I purchase insurance through my employer      | 12        | 5.0  | -   | -    | 129      | 19.0 |
| I am covered by my spouse's policy            | 86        | 35.8 | 17  | 39.5 | 194      | 28.6 |
| My insurance is fully paid by my employer     | 18        | 7.5  | -   | -    | 18       | 2.7  |
| My insurance is partially paid by my employer | 46        | 19.2 | -   | -    | 76       | 11.2 |
| Other                                         | 7         | 2.9  | 5   | 11.6 | 61       | 9.0  |
| <b>TOTAL</b>                                  | 240       |      | 43  |      | 679      |      |

### Other Benefits and Working Conditions

Directors and teachers were asked to indicate additional benefits/working conditions available to them. As in previous years, directors most often reported positive working conditions as those with written job description, written personnel policies, and an annual evaluation. The least offered benefits and working conditions included paid lunch break, annual cost of living increase in wages, and stipends for professional development activities or materials. Teachers were most interested in having an annual evaluation, written job description, and program orientation when hired (Figure 5).

Additionally, directors were asked about the type of assistance and benefits they provide to their employees. As presented in Table 9 (Appendix A), paid break, paid vacation, and financial assistance for workshops/conferences were the most common benefits provided to directors, teachers and assistant teachers/aides. Very little assistance was provided to support formal mentoring and training or educational loans. Additional analyses on provided health and dental insurance benefits and additional benefits and assistance are included in Tables 7-9 (Appendix A).

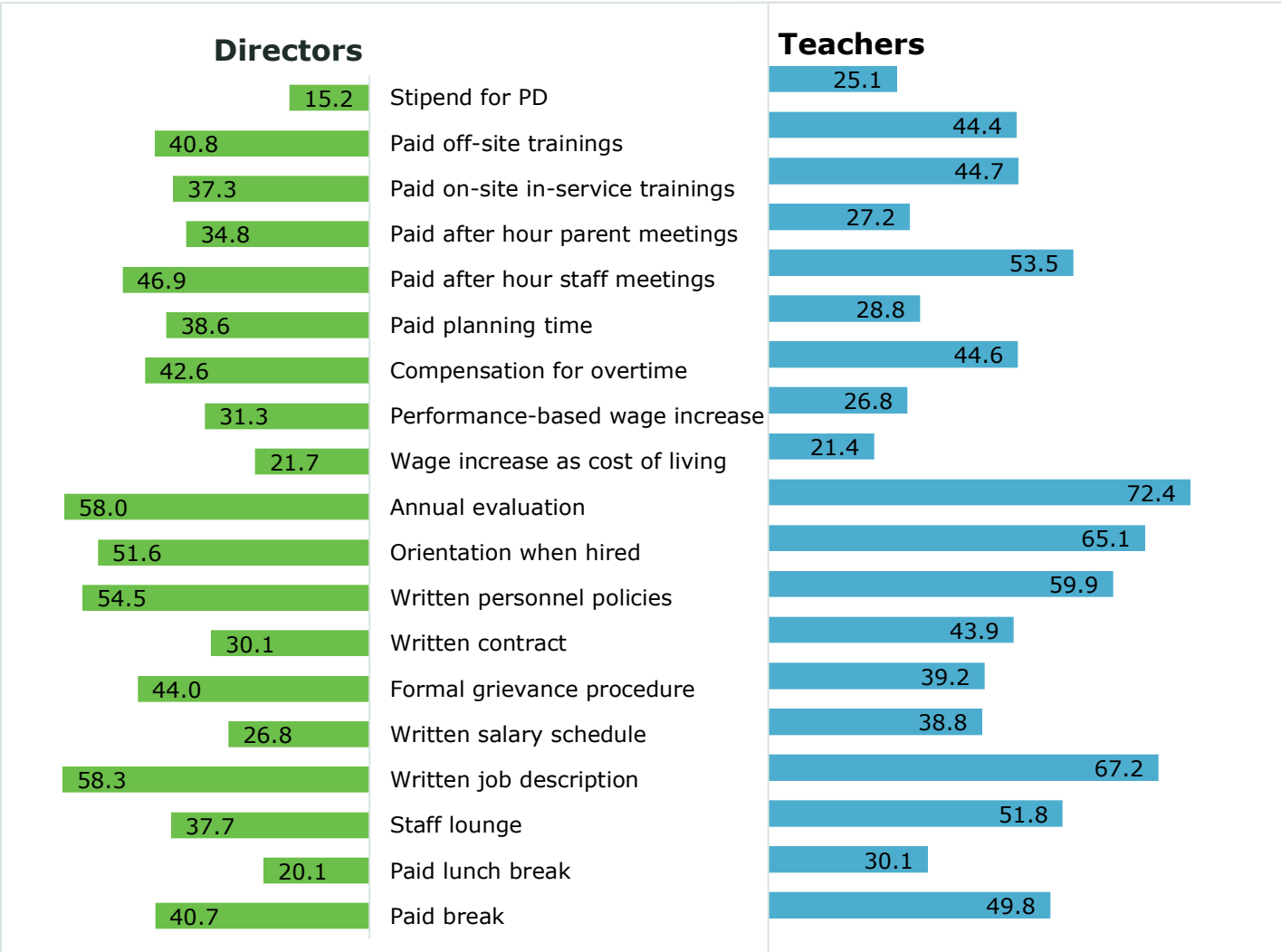


Figure 5. Other benefits/working conditions (%).

## Program Characteristics

This section highlights findings on characteristics of child care and family child care home programs, including program accreditation and operation, program capacity and enrollment, staff level, and program funding.

### Program Accreditation and Operation

Child care directors were asked about their program accreditation status. A total of 15.1% reported being nationally accredited and 7.28% were seeking accreditation (Table 18). The majority of the programs (47.76%) were accredited by the National Association for the Education of Young Children, a 5% increase from 2014. An increase of 6.45% was also noted in programs accredited by the National Accreditation Commission for Early Care and Education Programs (NAC) (10.45%). Overall, the number of programs seeking accreditation has increased slightly (0.38%; N=10) from previous reporting.

Table 18. Child care program accreditation

| Accrediting Body                                                                      | N         | %           |
|---------------------------------------------------------------------------------------|-----------|-------------|
| National Association for the Education of Young Children (NAEYC)                      | 32        | 47.76       |
| National Early Childhood Program Accreditation (NECPA)                                | 6         | 8.96        |
| National School-Age Child Care Alliance (NSACCA)                                      | 1         | 1.49        |
| Southern Association for Colleges and Schools (SACS)                                  | 3         | 4.48        |
| National Accreditation Commission for Early Care and Education Programs (NAC)         | 7         | 10.45       |
| Association of Christian Schools International Preschool Accreditation Program (ACSI) | 2         | 3           |
| Council on Accreditation (COA)                                                        | 3         | 4.48        |
| <b>Total Accredited</b>                                                               | <b>67</b> | <b>15.1</b> |
| <b>Total Seeking Accreditation</b>                                                    | <b>27</b> | <b>7.28</b> |

When examining program operation, child care directors and FCC providers were asked to indicate the schedule of their facility. The majority of respondents reported their facilities as being open year-round, similar to the previous years (Table 19).

Table 19. Program operation

| Study Year | Respondents  | School Year Only   | Year-Round         | Total      |
|------------|--------------|--------------------|--------------------|------------|
| 2012-13    | Directors    | 27.5% (69)         | 72.5% (182)        | 251        |
|            | FCC          | 18.5% (12)         | 81.5% (53)         | 65         |
|            | <b>Total</b> | <b>25.6% (81)</b>  | <b>74.4% (235)</b> | <b>316</b> |
| 2013-14    | Directors    | 29.9% (85)         | 70.1% (199)        | 284        |
|            | FCC          | 13.0% (6)          | 87.0% (40)         | 46         |
|            | <b>Total</b> | <b>27.6% (91)</b>  | <b>72.4% (239)</b> | <b>330</b> |
| 2018-19    | Directors    | 29.7% (130)        |                    | 438        |
|            | FCC          | 14.9% (7)          | 85.1% (40)         | 47         |
|            | <b>Total</b> | <b>28.3% (137)</b> | <b>71.8% (348)</b> | <b>485</b> |

## Program Capacity and Enrollment

Respondents reported enrollment on the following categories as presented in Table 20. Overall, respondents indicated serving fewer preschoolers than in previous years, while the other age groups have remained relatively stable over time (see Figure 6).

Table 20. Program capacity by population mean

| Population | Directors |           |                       | FCC      |           |                       |
|------------|-----------|-----------|-----------------------|----------|-----------|-----------------------|
|            | Capacity  | Enrolled* | Ratio (Child:Teacher) | Capacity | Enrolled* | Ratio (Child:Teacher) |
| Infant     | 9         | 5         | 1:4                   | 3        | 3         | 1:3                   |
| Toddler    | 20        | 12        | 1:5                   | 5        | 3         | 1:3                   |
| Preschool  | 44        | 25        | 1:9                   | 4        | 3         | 1:3                   |
| School Age | 35        | 18        | 1:10                  | 3        | 2         | 1:2                   |

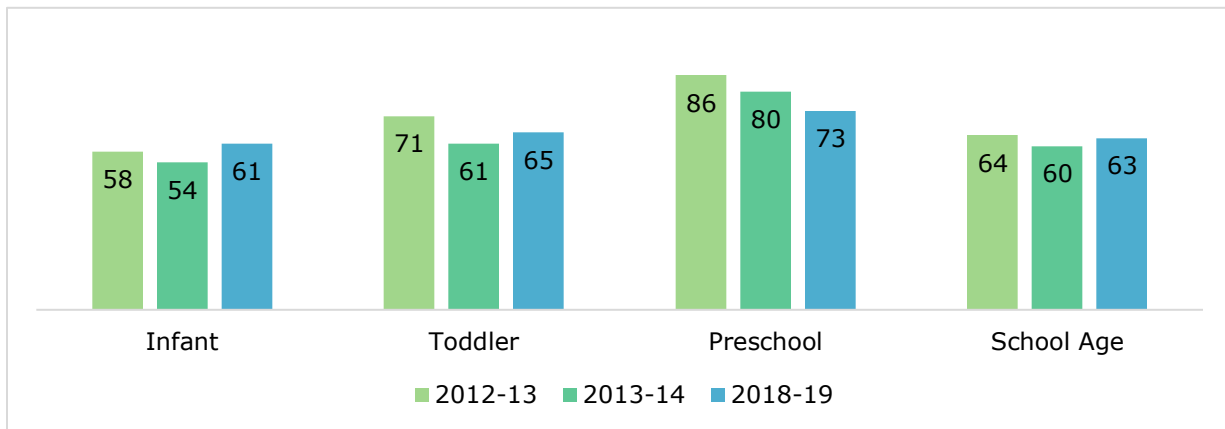


Figure 6. 2012-2019 child care enrollment (%) trend as reported by directors.

Table 21. Age groups and population mean experience as reported by teachers

| Age Group    | N   | %     | Years of Teaching Experience ( $\mu$ ) |
|--------------|-----|-------|----------------------------------------|
| Infant       | 222 | 20.63 | 4.92                                   |
| Toddler      | 362 | 33.64 | 5.2                                    |
| Preschool    | 587 | 54.44 | 7.73                                   |
| School Age   | 137 | 12.73 | 6.4                                    |
| >1 age group | 129 | 12    | -                                      |

## Child Care Program Type and Funding

Directors responding to the survey represented both nonprofit (58.12%) and for-profit (41.8%) programs. The most common program type was independently owned for-profit organizations (33.78%) followed by non-profit church-based or religious organization sponsored programs (22%; Table 22).

\* Full- and part-time enrollment



Funding sources for child care programs have remained relatively stable since data collected was initiated in 2012, with programs being financially supported primarily by parent fees (93.75%) and public subsidies (75.0%) (see Table 23 & Figure 7).

Table 22. Child care program type

|                | <b>Program Type</b>                           | <b>N</b>   | <b>%</b>     |
|----------------|-----------------------------------------------|------------|--------------|
| For-Profit     | Independently owned and operated              | 126        | 33.78        |
|                | Sponsored: corporate/business/hospital        | 18         | 4.83         |
|                | National chain                                | 8          | 2.1          |
|                | Local chain                                   | 4          | 1.1          |
|                | Worker Cooperative                            | -          | -            |
|                | <b>For Profit Sub-Total</b>                   | <b>156</b> | <b>41.82</b> |
| Not-For Profit | Sponsored: church or religious organization   | 82         | 22.0         |
|                | Parent cooperative                            | 3          | 0.8          |
|                | Independent                                   | 48         | 12.87        |
|                | Head Start/Early Head Start                   | 7          | 1.88         |
|                | Sponsored: public primary/secondary school    | 43         | 11.53        |
|                | Sponsored: state or local governmental agency | 16         | 4.3          |
|                | Sponsored: private primary/secondary school   | 6          | 1.6          |
|                | Sponsored: non-governmental agency            | 8          | 2.1          |
|                | Sponsored: university or college              | 4          | 1.1          |
|                | <b>Not-for Profit Sub-Total</b>               | <b>217</b> | <b>58.18</b> |
| <b>TOTAL</b>   |                                               | <b>373</b> |              |

Table 23. Child care facilities funding sources<sup>1</sup>

| <b>Funding Sources</b> | <b>2012-13</b> | <b>2013-14</b> | <b>2018-19</b> |
|------------------------|----------------|----------------|----------------|
| Parent Fees            | 95.3% (283)    | 91.2% (260)    | 93.75% (420)   |
| Public Subsidies       | 78.7% (229)    | 73.0% (208)    | 75.0% (306)    |
| Corporate Subsidies    | 5.8% (16)      | 4.2% (12)      | 6.1% (25)      |
| Private Donations      | 8.3% (23)      | 8.1% (23)      | 9.6% (39)      |
| Fundraising            | 20.6% (57)     | 21.8% (62)     | 21.1% (86)     |
| Other                  | 4.7% (13)      | 8.4% (24)      | 7.8% (32)      |

<sup>1</sup> Totals do not equal 100% as respondents could select more than one option.

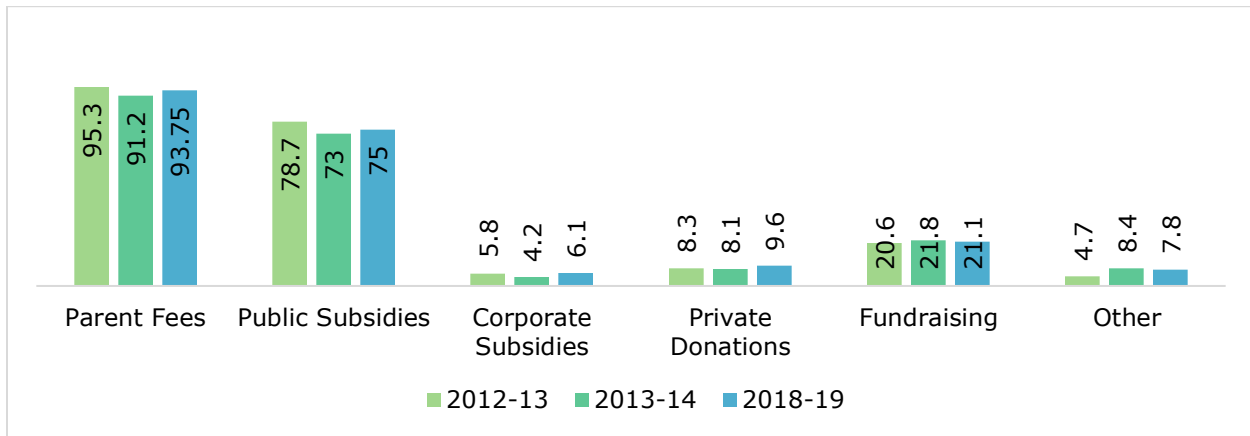


Figure 7. Percent of child care facilities by funding source.

### Kentucky ALL STARS Rating

Kentucky’s ALL STARS is a mandatory five-level quality rating and improvement system. Throughout this report, respondents’ organizations were aggregated by level: Level 1-2, Level 3, and Level 4-5. Because the survey was distributed via personalized and anonymous links, ALL STARS rating status for anonymous respondents was not included.

Over half of respondents indicated they were from an ALL STARS-rated facility (Table 24). The majority of respondents represented Licensed Type I facilities with the ALL STARS rating levels of 1 and 2. A low percentage (2.6%) were respondents from non-rated facilities (Table 25). The lowest representation was observed in FCC with the ALL STARS rating level of 3.

Table 24. Study participation by ALL STARS rating status and level

| Respondent | Not Rated |     | Level 1-2 |      | Level 3 |      | Level 4-5 |      | Total |
|------------|-----------|-----|-----------|------|---------|------|-----------|------|-------|
|            | N         | %   | N         | %    | N       | %    | N         | %    |       |
| Directors  | 7         | 3.0 | 90        | 38.5 | 64      | 27.4 | 73        | 31.2 | 234   |
| FCC        | 1         | 5.3 | 9         | 47.4 | 3       | 15.8 | 6         | 31.6 | 19    |
| Teachers   | 20        | 2.4 | 275       | 33.3 | 149     | 18.1 | 381       | 46.2 | 825   |
| TOTAL      | 28        | 2.6 | 374       | 34.7 | 216     | 20.0 | 460       | 42.7 | 1078  |

Table 25. Population of ALL STARS-rated facilities by levels

| Facility Type    | Not Rated |     | Level 1-2 |      | Level 3 |      | Level 4-5 |      | Total |
|------------------|-----------|-----|-----------|------|---------|------|-----------|------|-------|
|                  | N         | %   | N         | %    | N       | %    | N         | %    |       |
| Licensed Type I  | 21        | 2.4 | 302       | 33.9 | 166     | 18.7 | 401       | 45.1 | 890   |
| Licensed Type II | 5         | 3.8 | 50        | 37.0 | 31      | 23.0 | 49        | 36.3 | 135   |
| FCC              | 1         | 5.3 | 9         | 47.4 | 3       | 15.8 | 6         | 31.6 | 19    |
| TOTAL            | 27        | 2.6 | 361       | 34.6 | 200     | 19.2 | 456       | 43.7 | 1,044 |

Respondents were asked about their awareness of Kentucky’s ALL STARS and its primary purpose. Nearly all directors (99.6%; n=263) and FCC providers (100%; N=43) have heard about ALL STARS, followed by eighty-nine percent of teachers (n=678). An overwhelming majority of the respondents identified improvement of

early care and education program quality as the main purpose of the ALL STARS system (see Table 26).

Table 26. Perceptions on purpose of KY ALL STARS

|                                                      | Directors |      | FCC |      | Teachers |      |
|------------------------------------------------------|-----------|------|-----|------|----------|------|
|                                                      | N         | %    | N   | %    | N        | %    |
| Provide information to parents about program quality | 16        | 6.2  | 5   | 12.2 | 92       | 14.1 |
| Improve early care and education program quality     | 222       | 85.4 | 32  | 78.0 | 504      | 77.1 |
| Provide marketing materials to programs              | 1         | 0.4  | 2   | 4.9  | 13       | 2.0  |
| Provide monetary incentives to programs              | 16        | 6.2  | 2   | 4.9  | 31       | 4.7  |
| Other                                                | 5         | 1.9  | -   | -    | 14       | 2.1  |

## Staff Characteristics & Retention

This section includes findings on participants' employment history in the field, their current workload and professional organization affiliation. Findings on staff retention, staffing concerns, and voluntary unpaid workforce support are presented in this section as well.

### Service in Early Care and Education

Respondents were asked to indicate the number of years they spent in their current position and across their career. On average, FCC providers and directors spent about 20 years in the profession, whereas teachers reported being in the profession for an average of 12.6 years (Table 27). When compared to 2014, the median for years in position for directors increased across all three groups (Figure 8). Overall, respondents from the East worked as an early childhood educator longer than their colleagues from Central and Western parts of the state (see Table 10, Appendix A).

Table 27. Population mean of years in position and profession

|           | Position (years) |       |        | Career (years) |       |        |
|-----------|------------------|-------|--------|----------------|-------|--------|
|           | N                | $\mu$ | Median | N              | $\mu$ | Median |
| Directors | 239              | 10.6  | 8.6    | 261            | 19.0  | 18.6   |
| FCC       | 42               | 17.0  | 20.6   | 42             | 20.0  | 21     |
| Teachers  | 628              | 6.6   | 3.6    | 727            | 12.6  | 10.6   |

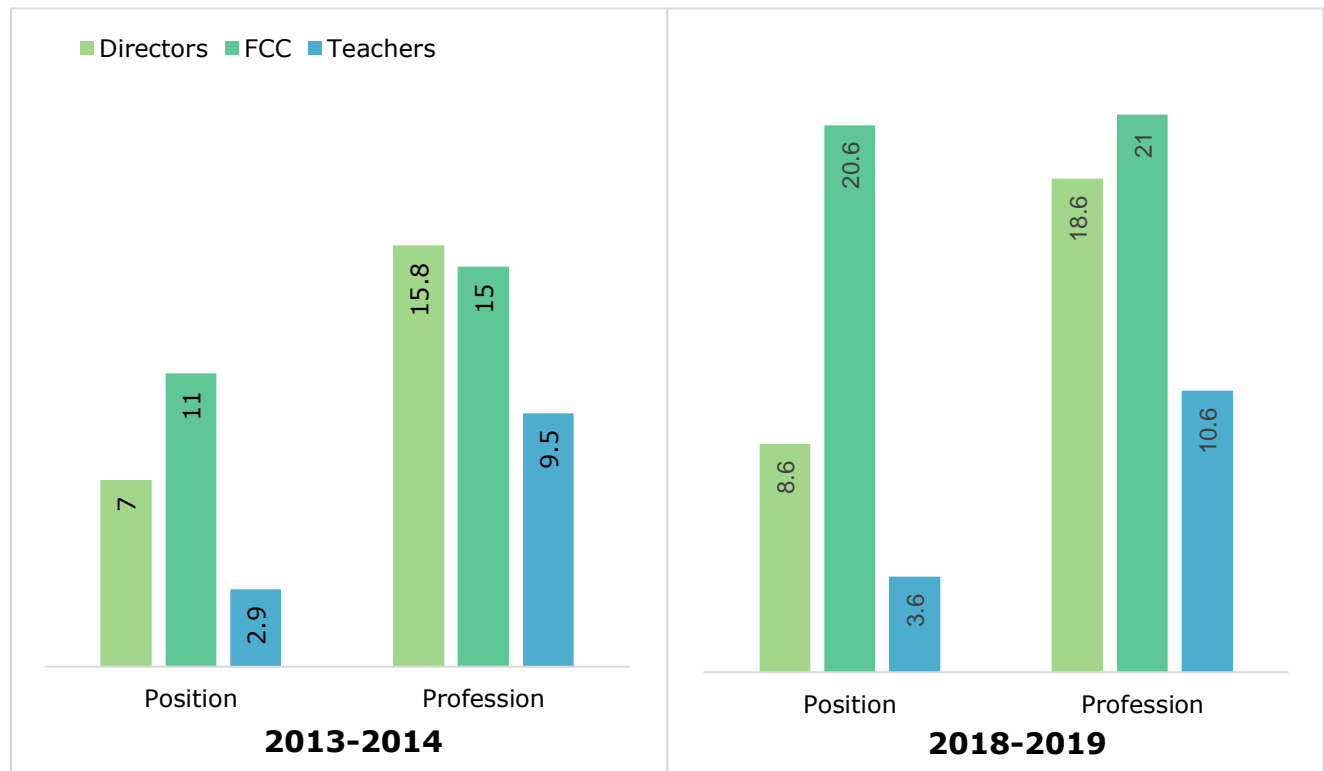


Figure 8. Years in position and profession trend (median).

Survey participants were also asked to report the number of hours they worked per week (Table 28). A majority of directors (70.5%) and FCC providers (85.4%) reported working more than 40 hours per week, while the majority of teachers (64.6%) reported working 35-40 hours per week. For directors and FCC providers, this was true regardless of program type, location, and household income. Teachers reported work hours were more variable dependent on ALL STARS rating, household income, region and area (see Table 28).

Table 28. Hours worked per week<sup>1</sup>

|                  |                  | Work Hours Per Week |                  |                  |                   |     |
|------------------|------------------|---------------------|------------------|------------------|-------------------|-----|
|                  |                  | < 35                | 35-40            | > 40             | Total             |     |
|                  |                  | % (N)               | % (N)            | % (N)            | N                 |     |
| <b>Directors</b> | Statewide        |                     | <b>11.2</b> (29) | <b>18.2</b> (47) | <b>70.5</b> (182) | 258 |
|                  | ALL STARS        | Rated               | 11.1 (14)        | 19.0 (24)        | 69.8 (88)         | 126 |
|                  |                  | Not-Rated           | -                | -                | -                 | 5   |
|                  | Funding          | Profit              | 5.3 (5)          | 17.0 (16)        | 77.7 (73)         | 94  |
|                  |                  | Non-Profit          | 13.3 (18)        | 21.5 (29)        | 65.2 (88)         | 135 |
|                  | Household Income | Under \$20,000      | 14.3 (1)         | 14.3 (1)         | 71.4 (5)          | 7   |
|                  |                  | \$20,000-40,000     | 3.1 (2)          | 21.9 (14)        | 75.0 (48)         | 64  |
|                  |                  | \$40,000-70,000     | 15.2 (10)        | 21.2 (14)        | 63.6 (42)         | 66  |
|                  |                  | Over \$70,000       | 14.1 (14)        | 14.1 (14)        | 71.7 (71)         | 99  |
|                  | License          | Type I              | 12.3 (16)        | 19.2 (25)        | 68.5 (89)         | 130 |
|                  |                  | Type II             | -                | -                | -                 | 1   |
|                  | Region           | East                | 7.0 (3)          | 27.9 (12)        | 65.1 (28)         | 43  |
|                  |                  | Central             | 10.7 (15)        | 14.3 (20)        | 75.0 (105)        | 140 |
|                  |                  | West                | 16.4 (11)        | 22.4 (15)        | 61.2 (41)         | 67  |
|                  | Area             | Urban               | 13.6 (21)        | 16.9 (26)        | 69.5 (107)        | 154 |
| Rural            |                  | 8.3 (8)             | 21.9 (21)        | 69.8 (67)        | 96                |     |
| <b>FCC</b>       | Statewide        |                     | <b>6.7</b> (3)   | <b>6.7</b> (3)   | <b>85.4</b> (35)  | 45  |
|                  | ALL STARS        | Rated               | 6.7 (1)          | 6.7 (1)          | 86.7 (13)         | 15  |
|                  |                  | Not-Rated           | -                | -                | -                 | 1   |
|                  | Household Income | Under \$20,000      | -                | 28.6 (2)         | 71.4 (5)          | 7   |
|                  |                  | \$20,000-40,000     | 6.3 (1)          | 6.3 (1)          | 87.5 (14)         | 16  |
|                  |                  | \$40,000-70,000     | -                | -                | 100.0 (10)        | 10  |
|                  |                  | Over \$70,000       | 28.6 (2)         | -                | 71.4 (5)          | 7   |
|                  | Region           | East                | -                | 12.5 (1)         | 87.5 (7)          | 8   |
|                  |                  | Central             | 8.6 (2)          | 8.6 (2)          | 82.6 (19)         | 23  |
|                  |                  | West                | -                | -                | 100.0 (8)         | 8   |
|                  | Area             | Urban               | 4.3 (1)          | 13.0 (3)         | 82.6 (23)         | 23  |
| Rural            |                  | - (1)               | -                | 93.8 (15)        | 16                |     |

*Continued on page 23*

<sup>1</sup> Data on variables with 5 or fewer total responses are not included.

Table 28. Hours worked per week<sup>1</sup>  
(continued)

|                 |                  | Work Hours Per Week |                   |                 |          |     |
|-----------------|------------------|---------------------|-------------------|-----------------|----------|-----|
|                 |                  | < 35                | 35-40             | > 40            | Total    |     |
|                 |                  | % (N)               | % (N)             | % (N)           | N        |     |
| <b>Teachers</b> | Statewide        | <b>28.0</b> (271)   | <b>64.6</b> (625) | <b>7.4</b> (72) | 968      |     |
|                 | ALL STARS        | Rated               | 29.4 (213)        | 63.0 (457)      | 7.6 (55) | 725 |
|                 |                  | Not-Rated           | 78.9 (15)         | 21.0 (4)        | -        | 19  |
|                 | Household Income | Under \$20,000      | 32.1 (50)         | 61.5 (96)       | 6.4 (10) | 156 |
|                 |                  | \$20,000-40,000     | 14.8 (37)         | 77.2 (193)      | 8.0 (20) | 250 |
|                 |                  | \$40,000-70,000     | 22.7 (35)         | 69.5 (107)      | 7.8 (12) | 154 |
|                 |                  | Over \$70,000       | 44.1 (52)         | 46.6 (55)       | 9.3 (11) | 118 |
|                 | License          | Type I              | 30.8 (228)        | 61.8 (458)      | 7.4 (55) | 741 |
|                 |                  | Type II             | -                 | -               | -        | 3   |
|                 | Region           | East                | 13.2 (20)         | 80.8 (122)      | 6.0 (9)  | 151 |
|                 |                  | Central             | 31.8 (186)        | 59.6 (348)      | 8.6 (50) | 584 |
|                 |                  | West                | 30.1 (58)         | 65.8 (127)      | 4.1 (8)  | 193 |
|                 | Area             | Urban               | 32.9 (192)        | 59.1 (345)      | 8.0 (47) | 584 |
|                 |                  | Rural               | 20.9 (72)         | 73.3 (252)      | 5.8 (20) | 344 |

Respondents' membership in early childhood professional organizations was low across all groups, with the highest participation rates for FCC providers (see Table 29). The National Association for the Education of Young Children (NAEYC) was the most common early childhood organization among all respondent types. In addition, directors were affiliated with two other organizations: local provider support groups (also common among FCC providers) and Kentucky Association for Early Childhood Education. The latter one was selected by teachers as well.

Table 29. Professional organization affiliation

|                                                                  | Directors |     | FCC |      | Teachers |     |
|------------------------------------------------------------------|-----------|-----|-----|------|----------|-----|
|                                                                  | N         | %   | N   | %    | N        | %   |
| NAEYC (National Association for the Education of Young Children) | 32        | 7.1 | 7   | 14.6 | 98       | 9.1 |
| Division of Early Childhood (DEC)                                | 10        | 2.2 | 3   | 6.3  | 13       | 1.2 |
| COA (Council on Accreditation)                                   | 1         | 0.2 | -   | -    | 12       | 1.1 |
| NECPA (National Early Childhood Program Accreditation)           | -         | -   | -   | -    | 5        | 0.5 |
| AMI (Association of Montessori International-USA)                | 1         | 0.2 | -   | -    | 4        | 0.4 |
| NAFCC (National Association for Family Child Care)               | 2         | 0.5 | 4   | 8.3  | 3        | 0.3 |
| Local Provider Support Group or Child Care Network               | 22        | 4.9 | 7   | 14.6 | 7        | 0.7 |
| KAECE (Kentucky Association for Early Childhood Education)       | 22        | 4.9 | 1   | 2.1  | 25       | 2.3 |
| SECA (Southern Early Childhood Association)                      | 15        | 3.3 | 1   | 2.1  | 11       | 1.0 |
| Kentucky Out of School Alliance (KYOSA)                          | 7         | 1.6 | 1   | 2.1  | 1        | 0.1 |

Teachers and FCC providers were asked if they have their own children in their program, as well as the number of children enrolled in the program (Table 30).

<sup>1</sup> Data on variables with 5 or fewer total responses are not included.

Compared to 2014, the number of teachers and FCC providers who have their own children enrolled in the program declined slightly (Figure 9). On average, FCC providers had one child enrolled in their program compared to 2 children in 2014, whereas teachers report an average of 2 children in the program compared to 1 in 2014.

Table 30. Own children in care

|          | Enrollment |      | Number Enrolled |       |      |
|----------|------------|------|-----------------|-------|------|
|          | N          | %    | N               | Range | Mean |
| FCC      | 12         | 25.5 | 23              | 1-3   | 1.4  |
| Teachers | 193        | 18.1 | 440             | 1-2   | 2.4  |

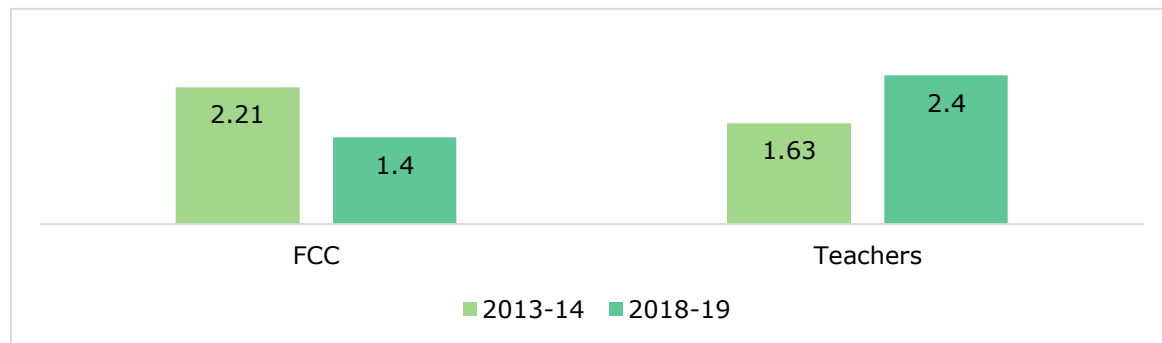


Figure 9. Trend of provider's children attending the program.

### Retention

Teachers were asked if they viewed their current position as a job or a career. More respondents indicated they viewed their position as a career (70.1%) than in 2014 (62%) (see Figure 10). Those who worked in urban Licensed Type I facilities were more likely to consider their position as a career than those from the rural areas (see Table 31).

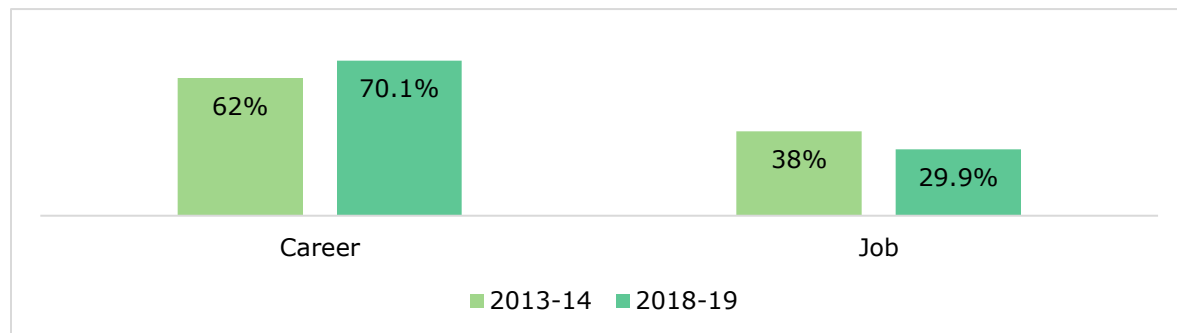


Figure 10. Trend data on teacher view of current position.

Table 31. Teacher view of current position<sup>1</sup>

|                  |                 | Career |      | Job |      | Total |
|------------------|-----------------|--------|------|-----|------|-------|
|                  |                 | N      | %    | N   | %    | N     |
| Statewide        |                 | 747    | 70.1 | 318 | 29.9 | 1065  |
| ALL STARS        | Rated           | 527    | 66.0 | 271 | 34.0 | 798   |
|                  | Not-Rated       | 9      | 47.4 | 10  | 52.6 | 19    |
| Household Income | Under \$20,000  | 100    | 63.3 | 58  | 36.7 | 158   |
|                  | \$20,000-40,000 | 201    | 77.0 | 60  | 23.0 | 261   |
|                  | \$40,000-70,000 | 117    | 72.2 | 45  | 27.8 | 162   |
|                  | Over \$70,000   | 86     | 70.5 | 36  | 29.5 | 122   |
| License          | Type I          | 533    | 65.5 | 281 | 34.5 | 814   |
|                  | Type II         | 3      | -    | -   | -    | 3     |
| Region           | East            | 129    | 77.2 | 38  | 22.8 | 167   |
|                  | Central         | 424    | 65.5 | 223 | 34.5 | 647   |
|                  | West            | 152    | 74.5 | 52  | 25.5 | 204   |
| Area             | Urban           | 442    | 69.0 | 199 | 31.0 | 641   |
|                  | Rural           | 263    | 69.8 | 114 | 30.2 | 377   |

An examination of respondents' intention to remain in the field suggests the majority of directors, teachers, and FCC providers will probably be retained in the field over the next three years. Of all respondent types, 24.5% indicated they will definitely stay in the field, with 3.3% indicating they will definitely leave the field. More FCC providers indicated they will definitely stay in the field (46.3%) compared to directors (41.4%), and teachers (32.3%). Table 32 provides a summary of responses by ALL STARS rating, household income, center type, region and area.

No strong patterns emerged with respect to ALL STARS rating, household income, center type, region or area and respondent's intention to stay or leave the field (see Table 11, Appendix A). Of the 10.7% of respondents who indicated they probably or definitely will not be in the field in three years, getting 'Better Pay' was the most common factor that would help them consider staying in the field (see Table 33). Retirement was a factor in many respondent's desire to leave the field, with 38.2% of directors, 50% of FCC providers and nearly 9% teachers indicating a desire to retire. For teachers, 13% would not return to the child care field because of a new job or career in a different field.

<sup>1</sup> Data on variables with 5 or fewer total responses are not included.



Table 32. Plan to be in the field in the next three years

|                  |                  |                 | Definitely Yes    | Probably Yes      | Probably No      | Definitely No  | Total N |
|------------------|------------------|-----------------|-------------------|-------------------|------------------|----------------|---------|
|                  |                  |                 | % (N)             | % (N)             | % (N)            | % (N)          |         |
| <b>Directors</b> | <b>Statewide</b> |                 | <b>41.4</b> (108) | <b>45.6</b> (119) | <b>12.3</b> (32) | <b>0.8</b> (2) | 261     |
|                  | ALL STARS        | Rated           | 39.1 (50)         | 46.1 (59)         | 14.1(18)         | 0.8 (1)        | 128     |
|                  |                  | Not-Rated       | 40.0 (2)          | 60.0 (3)          | -                | -              | 5       |
|                  | Funding          | Profit          | 47.4 (45)         | 42.1 (40)         | 9.5 (9)          | 1.1 (1)        | 95      |
|                  |                  | Non-Profit      | 33.3 (45)         | 51.9 (70)         | 14.1 (19)        | 0.7 (1)        | 135     |
|                  | Household Income | Under \$20,000  | 57.1 (4)          | 28.6 (2)          | 14.3 (1)         | -              | 7       |
|                  |                  | \$20,000-40,000 | 39.4 (26)         | 47.0 (31)         | 12.1 (8)         | 1.5 (1)        | 66      |
|                  |                  | \$40,000-70,000 | 34.8 (23)         | 56.1 (37)         | 9.1 (6)          | -              | 66      |
|                  |                  | Over \$70,000   | 45.5 (45)         | 41.4 (41)         | 12.1 (12)        | 1.0 (1)        | 99      |
|                  | License          | Type I          | 38.6 (51)         | 47.0 (62)         | 13.6 (18)        | 0.8 (1)        | 132     |
|                  |                  | Type II         | 100.0 (1)         | -                 | -                | -              | 1       |
|                  | Region           | East            | 43.2 (19)         | 40.9 (18)         | 13.6 (6)         | 2.3 (1)        | 44      |
|                  |                  | Central         | 39.0 (55)         | 51.8 (73)         | 8.5 (12)         | 0.7 (1)        | 141     |
|                  |                  | West            | 42.6 (29)         | 38.2 (26)         | 19.1 (13)        | -              | 68      |
|                  | Area             | Urban           | 41.7 (65)         | 48.1 (75)         | 9.6 (15)         | 0.6 (1)        | 156     |
| Rural            |                  | 39.1 (38)       | 43.3 (42)         | 16.5 (16)         | 1.0 (1)          | 97             |         |
| <b>FCC</b>       | <b>Statewide</b> |                 | <b>46.3</b> (19)  | <b>39.0</b> (16)  | <b>14.6</b> (6)  | -              | 41      |
|                  | ALL STARS        | Rated           | 46.7 (7)          | 40.0 (6)          | 13.3 (2)         | -              | 15      |
|                  |                  | Not-Rated       | -                 | 100.0 (1)         | -                | -              | 1       |
|                  | Household Income | Under \$20,000  | 28.6 (2)          | 71.4 (5)          | -                | -              | 7       |
|                  |                  | \$20,000-40,000 | 62.5 (10)         | 25.0 (4)          | 12.5 (2)         | -              | 16      |
|                  |                  | \$40,000-70,000 | 45.5 (5)          | 36.4 (4)          | 18.2 (2)         | -              | 11      |
|                  |                  | Over \$70,000   | 33.3 (2)          | 33.3 (2)          | 33.3 (2)         | -              | 6       |
|                  | Region           | East            | 66.7 (6)          | 22.2 (2)          | 11.1 (1)         | -              | 9       |
|                  |                  | Central         | 39.1 (9)          | 47.8 (11)         | 13.0 (3)         | -              | 23      |
|                  |                  | West            | 50.0 (4)          | 25.0 (2)          | 25.0 (2)         | -              | 8       |
|                  | Area             | Urban           | 52.2 (12)         | 39.1 (9)          | 8.7 (2)          | -              | 23      |
|                  |                  | Rural           | 41.2 (7)          | 35.3 (6)          | 23.5 (4)         | -              | 17      |

Continued on page 27

Table 32. Plan to be in the field in the next three years  
(continued)

|                 |                  |                 | Definitely Yes    | Probably Yes      | Probably No       | Definitely No   | Total N |
|-----------------|------------------|-----------------|-------------------|-------------------|-------------------|-----------------|---------|
|                 |                  |                 | % (N)             | % (N)             | % (N)             | % (N)           |         |
| <b>Teachers</b> | <b>Statewide</b> |                 | <b>32.3</b> (228) | <b>48.4</b> (342) | <b>14.7</b> (104) | <b>4.5</b> (32) | 706     |
|                 | ALL STARS        | Rated           | 29.4 (149)        | 49.1 (249)        | 16.4 (83)         | 5.1 (26)        | 507     |
|                 |                  | Not-Rated       | 26.7 (4)          | 33.3 (5)          | 26.7 (4)          | 13.3 (2)        | 15      |
|                 | Household Income | Under \$20,000  | 28.8 (44)         | 51.6 (79)         | 13.7 (21)         | 5.9 (9)         | 153     |
|                 |                  | \$20,000-40,000 | 33.7 (84)         | 51.0 (127)        | 12.9 (32)         | 2.4 (6)         | 249     |
|                 |                  | \$40,000-70,000 | 35.5 (54)         | 45.4 (69)         | 13.8 (21)         | 5.3 (8)         | 152     |
|                 |                  | Over \$70,000   | 28.3 (32)         | 44.2 (50)         | 20.4 (23)         | 7.1 (8)         | 113     |
|                 | License          | Type I          | 29.3 (152)        | 48.6 (252)        | 16.8 (87)         | 5.4 (28)        | 519     |
|                 |                  | Type II         | 33.3 (1)          | 66.7 (2)          | -                 | -               | 3       |
|                 | Region           | East            | 33.1 (39)         | 50.8 (60)         | 13.6 (16)         | 2.5 (3)         | 118     |
|                 |                  | Central         | 29.7 (129)        | 50.0 (217)        | 15.4 (67)         | 4.8 (21)        | 434     |
|                 |                  | West            | 38.1 (53)         | 41.7 (58)         | 14.4 (20)         | 5.8 (8)         | 139     |
|                 | Area             | Urban           | 29.7 (130)        | 50.6 (221)        | 15.1 (66)         | 4.6 (20)        | 437     |
|                 |                  | Rural           | 35.8 (91)         | 44.9 (114)        | 14.6 (37)         | 4.7 (12)        | 254     |

Table 33. Reasons to stay

|                                            | Directors |      | FCC |      | Teachers |      |
|--------------------------------------------|-----------|------|-----|------|----------|------|
|                                            | N         | %    | N   | %    | N        | %    |
| Better pay                                 | 8         | 23.5 | 1   | 16.7 | 65       | 48.1 |
| Better working conditions                  | 2         | 5.9  | 1   | 16.7 | 8        | 5.9  |
| Fewer hours per week                       | 1         | 2.9  | 1   | 16.7 | 3        | 2.2  |
| More stable hours                          | 2         | 5.9  | 1   | 16.7 | 7        | 5.2  |
| Better benefits                            | 1         | 2.9  | -   | -    | 1        | 0.7  |
| More opportunities for professional growth | -         | -    | -   | -    | 8        | 5.9  |
| More respect for my profession             | 5         | 14.7 | 1   | 16.7 | 7        | 5.2  |
| Nothing                                    | 15        | 44.1 | 4   | 66.7 | 36       | 26.7 |

Directors were asked to rate their agreement with a series of statements about finding qualified staff, using a scale of strongly disagree (1), to neither agree nor disagree (3) to strongly agree (5). Mean ratings ranged from 2.65 to 3.02. Overall, directors reported the most difficulty in finding infant staff, staff to work with children from culturally diverse backgrounds and staff with early childhood experience (see Table 34).

Table 34. Perceptions on staff finding<sup>1</sup>

|                                                                                            | Directors |     |                            |
|--------------------------------------------------------------------------------------------|-----------|-----|----------------------------|
|                                                                                            | M         | n   | % Agree/<br>Strongly Agree |
| I can find qualified Infant staff                                                          | 3.02      | 272 | 30.1                       |
| I can find qualified Toddler staff                                                         | 2.91      | 281 | 28.1                       |
| I can find qualified staff with degrees and training in ECE                                | 2.65      | 291 | 28.6                       |
| I can find qualified staff with abilities to teach and nurture children with special needs | 2.76      | 289 | 29.4                       |
| I can find qualified staff to work with children from culturally diverse backgrounds       | 3.01      | 294 | 38.1                       |
| I can find staff with experience in the field of early childhood                           | 3.05      | 298 | 38.9                       |

Family child care providers and directors were asked whether they have volunteers who work in their programs. Seventeen percent of directors and 11.4% of FCC providers reported having unpaid volunteers on a weekly basis. Volunteers at FCC facilities provided on average nearly three times more hours (M =7.4 hours) than in Licensed Type I and II facilities (M=2.8 hours).

<sup>1</sup> 1 = strongly disagree; 2 = disagree; 3 = neither disagree nor agree; 4 = agree; 5 = strongly agree

## Training & Professional Development

This section presents findings on child care workforce training, as well as opportunities and barriers for professional development.

### Education and Training

Child care providers were asked about their perspectives and experiences related to early childhood education and training. As shown in Table 35, the majority of respondents had used ECE-TRIS to track the hours of their early childhood related professional development and training. Compared to 2014 findings, directors, FCC providers, and teachers used the system to record their training more often than past reports (see Figure 11).

Table 35. Percent of respondents using ECE-TRIS

|                  |           |            | Use ECE-TRIS      |
|------------------|-----------|------------|-------------------|
|                  |           |            | % (n)             |
| <b>Directors</b> | Statewide |            | <b>99.6</b> (267) |
|                  | ALL STARS | Rated      | 56.8 (129)        |
|                  |           | Not-Rated  | 71.4 (5)          |
|                  | Region    | East       | 80.4 (45)         |
|                  |           | Central    | 58.7 (142)        |
|                  |           | West       | 65.7 (69)         |
|                  | Area      | Urban      | 61.3 (160)        |
| Rural            |           | 67.6 (96)  |                   |
| <b>FCC</b>       | Statewide |            | <b>83.3</b> (40)  |
|                  | ALL STARS | Rated      | 83.3 (15)         |
|                  |           | Not-Rated  | 100.0 (1)         |
|                  | Region    | East       | 88.9 (8)          |
|                  |           | Central    | 88.9 (24)         |
|                  |           | West       | 87.5 (7)          |
|                  | Area      | Urban      | 88.0 (22)         |
| Rural            |           | 89.5 (17)  |                   |
| <b>Teachers</b>  | Statewide |            | <b>75.9</b> (818) |
|                  | ALL STARS | Rated      | 74.4 (599)        |
|                  |           | Not-Rated  | 80.0 (16)         |
|                  | Region    | East       | 82.0 (137)        |
|                  |           | Central    | 75.4 (493)        |
|                  |           | West       | 81.5 (167)        |
|                  | Area      | Urban      | 77.0 (499)        |
| Rural            |           | 78.8 (298) |                   |

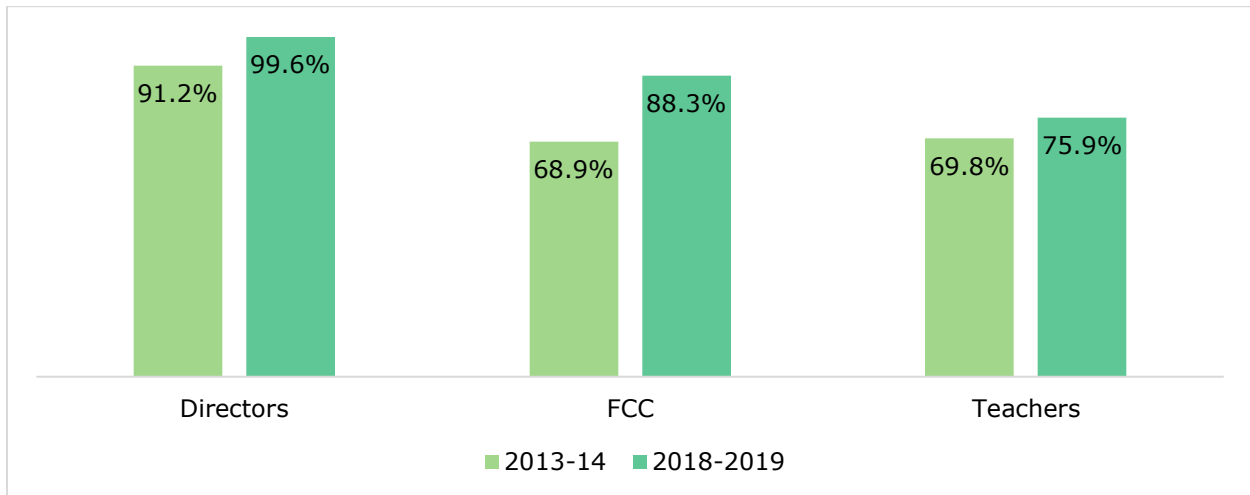


Figure 11. Trends in use of ECE-TRIS.

Respondents were asked if they had used a series of professional development supports and if so, to rate their satisfaction with those supports using a scale of 1 (very dissatisfied) to 6 (very satisfied) (see Table 36). An overwhelming majority of directors, FCC providers and teachers have used the services or supports presented. Directors among other respondents were the most satisfied with the services and supports provided (Mean range from 3.54 to 4.82). FCC providers were less satisfied with the services and supports (Mean range of 2.51 to 4.34), with teachers reporting the least satisfaction with the services (Mean range from 2.83 to 3.95). All three groups had the highest satisfaction for ECE-TRIS and the lowest satisfaction with the Related Educational Reimbursement Award.

Table 36. Satisfaction with service/support<sup>1</sup>

|                                         | Level of Satisfaction (mean) |                |           |                |            |                |
|-----------------------------------------|------------------------------|----------------|-----------|----------------|------------|----------------|
|                                         | Directors                    |                | FCC       |                | Teachers   |                |
|                                         | M (n)                        | Not Used % (N) | M (n)     | Not Used % (N) | M (n)      | Not Used % (N) |
| Kentucky ALL STARS Technical Assistance | 4.68 (255)                   | 2.5 (11)       | 3.67 (42) | 2.1 (1)        | 3.29 (667) | 2.9 (31)       |
| Milestone Achievement Award             | 3.9 (203)                    | 1.3 (6)        | 2.89 (35) | 2.1 (1)        | 2.94 (545) | 3.1 (33)       |
| Related Educational Reimbursement Award | 3.54 (179)                   | 0.9 (4)        | 2.51 (35) | -              | 2.83 (534) | 3.7 (40)       |
| KIDS NOW scholarships                   | 4.13 (195)                   | 0.7 (3)        | 2.75 (32) | -              | 2.86 (504) | 3.3 (36)       |
| CDA and CDA-K mini-grants               | 4.03 (190)                   | 0.7 (3)        | 3.20 (30) | -              | 3.36 (546) | 2.4 (26)       |
| Early Childhood Scholarship Program     | 4.25 (195)                   | 0.4 (2)        | 3.0 (27)  | -              | 2.91 (494) | 3.0 (32)       |

*Continued on page 31*

<sup>1</sup> 1 = very dissatisfied; 2 = dissatisfied; 3 = neither dissatisfied nor satisfied; 4 = satisfied; 5 = very satisfied

Table 36.  
Satisfaction  
with service/  
support  
(continued)

|                                                                         | Level of Satisfaction (mean) |                |           |                |            |                |
|-------------------------------------------------------------------------|------------------------------|----------------|-----------|----------------|------------|----------------|
|                                                                         | Directors                    |                | FCC       |                | Teachers   |                |
|                                                                         | M (n)                        | Not Used % (N) | M (n)     | Not Used % (N) | M (n)      | Not Used % (N) |
| Director's Credential                                                   | 4.32 (193)                   | 0.7 (3)        | 2.73 (26) | -              | 3.15 (508) | 2.6 (28)       |
| Commonwealth Child Care Credential                                      | 4.12 (185)                   | 1.6 (7)        | -         | -              | -          | -              |
| Kentucky Early Childhood Trainer's Credential                           | 3.73 (173)                   | 0.9 (4)        | -         | -              | 3.14 (505) | 2.1 (23)       |
| Early Care and Education Training Records Information System (ECE-TRIS) | 4.82 (250)                   | 2.2 (10)       | 4.34 (41) | -              | 3.95 (724) | 2.6 (28)       |
| Early Childhood Core Content                                            | 4.07 (201)                   | 1.3 (6)        | 2.94 (31) | 4.2 (2)        | 3.49 (569) | 2.5 (27)       |
| Use of Early Childhood Professional Core Content Self-Assessment Form   | 3.79 (186)                   | 2.0 (9)        | 3.06 (31) | 2.1 (1)        | 3.25 (536) | 2.5 (27)       |
| Individual Growth Plans/ Professional Development Plans                 | 4.21 (227)                   | 2.7 (12)       | 3.15 (33) | 4.2 (2)        | 3.39 (613) | 3.2 (35)       |
| Professional mentor, coach, or consultant                               | 4.15 (201)                   | 1.6 (7)        | 3.68 (34) | -              | 3.13 (536) | 3.5 (38)       |
| Kentucky Early Childhood Continuous Assessment Guide                    | 3.7 (174)                    | 1.3 (6)        | 2.54 (28) | 2.1 (1)        | 3.09 (497) | 2.2 (24)       |
| Kentucky Early Childhood Standards                                      | 4.28 (223)                   | 2.0 (9)        | 3.38 (34) | 2.1 (1)        | 3.55 (616) | 3.1 (33)       |
| Quality Self-Study                                                      | 3.71 (181)                   | 1.3 (6)        | 3.35 (31) | -              | 3.15 (509) | 2.2 (24)       |
| Community Early Childhood Council                                       | 4.15 (196)                   | 1.3 (6)        | 3.22 (32) | 2.1 (1)        | 3.16 (519) | 2.6 (28)       |

When asked about directors' and FCC providers' interest in types of support, training and early childhood education, the majority indicated that they would be interested in getting a certificate and learning more about the process of accreditation (Table 37). Directors also expressed their interest in learning about nuances of work with homeless student populations (91.7%) and how to use formal curriculum in school and classroom (81.9%), whereas FCC providers were more interested in learning how to work with specific cultural groups (83.3%) and how to improve their administrative competencies, such as bookkeeping, business management, or billing (72.9%).

Table 37. Early childhood education interests

|                                                                                      | Directors |      | FCC |      | Teachers |      |
|--------------------------------------------------------------------------------------|-----------|------|-----|------|----------|------|
|                                                                                      | N         | %    | N   | %    | N        | %    |
| Behavior management and guidance                                                     | 234       | 52.2 | 24  | 50.0 | 457      | 42.2 |
| Child development                                                                    | 304       | 67.9 | 26  | 54.2 | 688      | 63.8 |
| Working with children with special needs                                             | 298       | 66.5 | 30  | 62.5 | 643      | 59.6 |
| Working with specific age groups                                                     | 327       | 73.0 | 34  | 70.8 | 755      | 70.0 |
| Working with specific cultural groups                                                | 376       | 83.9 | 40  | 83.3 | 892      | 82.7 |
| Bookkeeping, business management, or billing                                         | 373       | 83.3 | 35  | 72.9 | 949      | 88.0 |
| Getting a certificate                                                                | 418       | 93.3 | 39  | 81.3 | 924      | 85.7 |
| Stress management                                                                    | 322       | 71.9 | 33  | 68.8 | 720      | 66.8 |
| Working with parents                                                                 | 305       | 68.1 | 29  | 60.4 | 693      | 64.3 |
| Working with schools, other agencies, programs, or systems for referrals and support | 347       | 77.5 | 37  | 77.1 | 827      | 76.7 |
| The core competencies defined by KIDS NOW                                            | 356       | 79.5 | 34  | 70.8 | 892      | 82.7 |
| Use of formal curriculum                                                             | 367       | 81.9 | 31  | 64.6 | 897      | 83.2 |
| Child assessment and observation                                                     | 320       | 71.4 | 31  | 64.6 | 702      | 65.1 |
| Working with homeless populations                                                    | 411       | 91.7 | -   | -    | -        | -    |
| Helping with school readiness and school success                                     | 302       | 67.4 | 22  | 45.8 | 741      | 68.7 |
| Accreditation                                                                        | 388       | 86.6 | 42  | 87.5 | 954      | 88.5 |
| Other                                                                                | 442       | 98.7 | -   | -    | 809      | 75.0 |

### Continuing Education and Professional Development

In the past seven years, less than half of respondents (44.4%; n=360) indicated they have taken at least one course in early childhood or child development. Of these, on average, directors took 11.4 semester credits, FCC providers 19.7, and teachers had nearly 18 semester credits respectively (see Table 38).

Table 38. Completed college courses and credits

|           | Mean Number of College Courses | Mean Number of Semester Credits |
|-----------|--------------------------------|---------------------------------|
| Directors | 4.1                            | 11.4                            |
| FCC       | 3.2                            | 19.7                            |
| Teachers  | 5.5                            | 17.8                            |

Participants were asked to rate the degree to which early care and education training was challenging due to various factors using a scale of 1 (strongly disagree) to 5 (strongly agree). Over half of respondents (n=550, 55.9%) agreed or strongly agreed on the presence of barriers to their involvement in professional learning experiences.

Not having enough time for additional training was consistently identified across directors (M=3.44), FCC providers (M=3.94), and teachers (M=3.49) as the most common barrier (see Table 39). As a group, FCC providers identified more barriers than directors or teachers with 6 of the 12 barriers receiving a mean of 3.0 or higher. Overall, respondents from the Eastern, Central, and Western Kentucky, and

urban and rural areas had similar perceptions on the barriers. These findings mirror the 2014 study.

Table 39. Perceptions on barriers to participate in early childhood training<sup>1</sup>

|                                                                     | Level of Agreement (mean) |     |      |    |          |     |
|---------------------------------------------------------------------|---------------------------|-----|------|----|----------|-----|
|                                                                     | Directors                 |     | FCC  |    | Teachers |     |
|                                                                     | M                         | N   | M    | N  | M        | N   |
| I don't have enough information about opportunities available to me | 2.83                      | 244 | 3.26 | 35 | 3.1      | 702 |
| I don't have enough time                                            | 3.44                      | 246 | 3.94 | 36 | 3.49     | 709 |
| The cost of training is too high                                    | 3.16                      | 245 | 3.56 | 34 | 3.13     | 691 |
| I don't like the trainings available                                | 2.83                      | 238 | 2.53 | 32 | 2.68     | 654 |
| It is not useful enough to be worth my time/energy/resources        | 2.71                      | 222 | 2.58 | 31 | 2.58     | 638 |
| I don't plan on being in the child care field long term             | 1.81                      | 184 | 1.8  | 28 | 2.14     | 589 |
| I have concerns about the relevance of training available to me     | 2.74                      | 219 | 2.71 | 28 | 2.74     | 623 |
| I do not have transportation to get to available trainings          | 1.66                      | 184 | 1.52 | 29 | 1.91     | 540 |
| I cannot get a substitute                                           | 2.9                       | 215 | 3.77 | 35 | 2.69     | 589 |
| Available training is not offered at convenient times               | 3.01                      | 223 | 3.65 | 34 | 2.92     | 621 |
| The location of offered training is inconvenient                    | 3.0                       | 227 | 3.39 | 33 | 2.77     | 591 |
| I have difficulty accessing online training opportunities           | 2.26                      | 205 | 2.66 | 32 | 2.39     | 564 |

Motivation to acquire additional knowledge and skills plays an important role in the quality of child care services and instruction. Respondents were asked about factors motivating them to pursue professional development opportunities. As shown in Table 40, directors who responded indicated they were most concerned with program quality improvement (21.4%), while 46.1% of teachers and 47.9% of FCC providers wanted to improve their job performance. Similar to the 2014 study, supporting business or career remained the least motivating factor.

Table 40. Motivation for involvement in professional development

|                                                            | Directors |      | FCC |      | Teachers |      |
|------------------------------------------------------------|-----------|------|-----|------|----------|------|
|                                                            | N         | %    | N   | %    | N        | %    |
| To meet individual or program requirements                 | 65        | 14.5 | 8   | 16.7 | 191      | 17.7 |
| To support quality improvement of center                   | 96        | 21.4 | 5   | 10.4 | 57       | 5.3  |
| To gain skills and knowledge to improve my job performance | 76        | 17.0 | 23  | 47.9 | 497      | 46.1 |
| To support my business or career                           | 32        | 7.1  | 6   | 12.5 | 46       | 4.3  |
| Other                                                      | 5         | 1.1  | 1   | 2.1  | 18       | 1.7  |

Respondents were also asked to rate the degree to which training was offered close to their home/work, was affordable, and of high quality using a scale of 1 (strongly

<sup>1</sup> 1 = strongly disagree; 2 = disagree; 3 = neither disagree nor agree; 4 = agree; 5 = strongly agree



disagree) to 5 (strongly agree). FCC providers overall had higher levels of agreement with all three (Mean ranges from 3.73 to 3.95) compared to teachers (Mean range from 3.65 to 3.71), with directors having the lowest levels of agreement (Mean range from 3.57 to 3.6). For proximity to training, those in rural areas across respondents had lower levels of agreement than their urban colleagues. For affordability, directors and FCC providers in the East had lower levels of agreement, while teachers had the lowest level of agreement in the Central region. Agreement on the high quality training was highest for FCC providers in the central and urban areas.

Unlike findings in 2014, in this study FCC providers were more likely to agree available professional development opportunities were near their work or home than were directors or teachers (see Table 41). Results are aggregated by ALL STARS rating status, region, and area.

Table 41. Perceptions on accessibility of professional development<sup>1,2</sup>

|                  |           |           | Level of Agreement (mean) |                        |                       |
|------------------|-----------|-----------|---------------------------|------------------------|-----------------------|
|                  |           |           | Proximity<br>M (N)        | Affordability<br>M (N) | High Quality<br>M (N) |
| <b>Directors</b> | Statewide |           | <b>3.57 (259)</b>         | <b>3.55 (258)</b>      | <b>3.6 (256)</b>      |
|                  | ALL STARS | Rated     | 3.54 (129)                | 3.49 (129)             | 3.52 (128)            |
|                  |           | Not-Rated | -                         | -                      | -                     |
|                  | Region    | East      | 3.42 (43)                 | 3.44 (43)              | 3.65 (43)             |
|                  |           | Central   | 3.7 (140)                 | 3.62 (141)             | 3.68 (139)            |
|                  |           | West      | 3.34 (65)                 | 3.51 (63)              | 3.4 (63)              |
|                  | Area      | Urban     | 3.68 (155)                | 3.56 (152)             | 3.6 (151)             |
|                  |           | Rural     | 3.34 (93)                 | 3.56 (95)              | 3.61 (94)             |
| <b>FCC</b>       | Statewide |           | <b>3.73 (40)</b>          | <b>3.82 (39)</b>       | <b>3.95 (40)</b>      |
|                  | ALL STARS | Rated     | 3.33 (15)                 | 3.57 (14)              | 4.0 (14)              |
|                  |           | Not-Rated | -                         | -                      | -                     |
|                  | Region    | East      | 3.0 (8)                   | 3.43 (7)               | 3.71 (7)              |
|                  |           | Central   | 4.04 (25)                 | 4.0 (25)               | 4.08 (25)             |
|                  |           | West      | 3.43 (7)                  | 3.57 (7)               | 3.71 (7)              |
|                  | Area      | Urban     | 3.96 (23)                 | 3.91 (23)              | 4.17 (23)             |
|                  |           | Rural     | 3.41 (17)                 | 3.69 (16)              | 3.63 (16)             |
| <b>Teachers</b>  | Statewide |           | <b>3.76 (474)</b>         | <b>3.65 (737)</b>      | <b>3.71 (741)</b>     |
|                  | ALL STARS | Rated     | 3.75 (328)                | 3.62 (532)             | 3.66 (535)            |
|                  |           | Not-Rated | 3.64 (11)                 | 3.87 (15)              | 3.8 (15)              |
|                  | Region    | East      | 3.98 (89)                 | 3.75 (119)             | 3.89 (121)            |
|                  |           | Central   | 3.75 (284)                | 3.61 (449)             | 3.62 (451)            |
|                  |           | West      | 3.64 (87)                 | 3.67 (149)             | 3.81 (149)            |
|                  | Area      | Urban     | 3.79 (291)                | 3.64 (461)             | 3.68 (460)            |
|                  |           | Rural     | 3.74 (169)                | 3.66 (256)             | 3.76 (261)            |

<sup>1</sup> 1 = strongly disagree; 2 = disagree; 3 = neither disagree nor agree; 4 = agree; 5 = strongly agree

<sup>2</sup> Data on variables with 5 or fewer total responses are not included.

Teachers were asked to rate the level of support provided by their program directors toward their professional development. Overall, teachers report being supported by their supervisors, with just over half (51.3%) of teachers indicating they had a lot to a great deal of support, consistent with findings from 2014 (see Table 42).

Table 42. Extent of support for professional development

|                   | <b>N</b> | <b>%</b> |
|-------------------|----------|----------|
| A great deal      | 361      | 33.5     |
| A lot             | 192      | 17.8     |
| A moderate amount | 153      | 14.2     |
| A little          | 89       | 8.3      |
| None at all       | 19       | 1.8      |

Family home child care providers were asked about professional caregivers and their support. Ninety-one percent (n = 42) of FCC providers reported having a caregiver for support.

## Quality Improvement

This section reports respondents' perspectives on areas and challenges to program quality improvement. Practices to improve children's outcomes and factors influencing high-quality practices are also discussed in this section.

### Program Quality

Child care program quality improvement consists of systematic and continuous actions that lead to measurable improvement in child care services and children's learning outcomes. In this study, directors and FCC providers were asked to identify areas of concern for their program. As shown in Table 43, the top three areas of concern for directors were increasing staff wages, staff training and professional development, and the facility's outside equipment. For FCC providers, their top three concerns were equipment for outside, followed by learning resources, and curriculum tools.

Table 43. Areas of concern

|                                                                 | Directors<br>(N=448) |      | FCC<br>(N=48) |      |
|-----------------------------------------------------------------|----------------------|------|---------------|------|
|                                                                 | n                    | %    | n             | %    |
| Staff training, education, professional development             | 127                  | 28.3 | 6             | 12.5 |
| Increase staff wage and/or benefits                             | 167                  | 37.3 | 7             | 14.6 |
| Curriculum tools                                                | 60                   | 13.4 | 17            | 35.4 |
| Assessment tools                                                | 34                   | 7.6  | 2             | 4.2  |
| Materials specifically for children with special needs          | 51                   | 11.4 | 5             | 10.4 |
| Supplies, games, books, materials for the classroom             | 48                   | 10.7 | 19            | 39.6 |
| Equipment for outside                                           | 93                   | 20.8 | 26            | 54.2 |
| Enrichment programs for children (e.g. music, art, storyteller) | 63                   | 14.1 | 11            | 22.9 |
| Renovations to the building or physical space                   | 64                   | 14.3 | 15            | 31.3 |
| Relationships with families (e.g. newsletter, website)          | 25                   | 5.6  | 6             | 12.5 |
| NAEYC or other national accreditation                           | 20                   | 4.5  | 3             | 6.3  |

Directors and FCC providers were also asked about the top three resources that would best improve child outcomes in their programs (Table 44). Directors reported hiring additional staff, improvement of playground facilities, and hiring staff with advanced degrees as the top resources that would positively influence children's outcomes. For FCC providers, purchasing additional learning materials, improvement of playground facilities, and renovation of the physical space were the top contributors to impactful practice.

Table 44. Practices to improve children's outcomes

|                                                                                                    | Directors<br>(N=448) |      | FCC<br>(N=48) |      |
|----------------------------------------------------------------------------------------------------|----------------------|------|---------------|------|
|                                                                                                    | n                    | %    | n             | %    |
| Hire staff with advanced degrees                                                                   | 110                  | 24.6 | 1             | 2.1  |
| Hire additional staff                                                                              | 149                  | 33.3 | 7             | 14.6 |
| Provide professional development training to me or my staff (either in-house or reimbursement for) | 78                   | 17.4 | 7             | 14.6 |
| Use a curriculum tool                                                                              | 33                   | 7.4  | 11            | 22.9 |
| Use an assessment tool                                                                             | 18                   | 4.0  | 4             | 8.3  |
| Purchase additional learning materials for children                                                | 102                  | 22.8 | 29            | 60.4 |
| Increase communication with families                                                               | 30                   | 6.7  | 8             | 16.7 |
| Purchase/Improve playground facilities                                                             | 131                  | 29.2 | 28            | 58.3 |
| Renovate the physical space                                                                        | 99                   | 22.1 | 19            | 39.6 |
| Other                                                                                              | 4                    | 0.9  | 2             | 4.2  |

When asked about obstacles to program quality improvement, directors and teachers both identified issues with staff qualifications and turnover as the main reasons for lack of quality improvement (see Table 45). For FCC providers, due to the nature of their business, lack of funding for program quality improvements and professional development were seen as detrimental to high-quality practice.

Table 45. Obstacles to program quality improvement

|                                                                                                                               | Directors<br>(N=448) |      | FCC<br>(N=48) |      | Teachers<br>(N=1078) |      |
|-------------------------------------------------------------------------------------------------------------------------------|----------------------|------|---------------|------|----------------------|------|
|                                                                                                                               | n                    | %    | n             | %    | n                    | %    |
| Finding qualified staff                                                                                                       | 175                  | 39.1 | 6             | 12.5 | 481                  | 44.6 |
| Staff turnover                                                                                                                | 112                  | 25.0 | -             | -    | 415                  | 38.5 |
| Lack of quality professional development opportunities for me or my staff                                                     | 50                   | 11.2 | 6             | 12.5 | 104                  | 9.6  |
| Lack of funding for professional development opportunities (e.g. curriculum & assessment training, continuing education)      | 72                   | 16.1 | 17            | 35.4 | 159                  | 14.7 |
| Lack of funding for other quality improvements (e.g. applying for national accreditation, improvements to the physical space) | 79                   | 17.6 | 17            | 35.4 | 138                  | 12.8 |
| Constraints imposed by the physical location or building                                                                      | 62                   | 13.8 | 7             | 14.6 | 99                   | 9.2  |
| Child turnover                                                                                                                | 8                    | 1.8  | 5             | 10.4 | 43                   | 4.0  |
| Language barriers with families                                                                                               | 4                    | 0.9  | 3             | 6.3  | 25                   | 2.3  |
| Reimbursement for child care subsidy is too time-consuming and/or unreliable                                                  | 27                   | 6.0  | 5             | 10.4 | 26                   | 2.4  |
| Lack of parent involvement                                                                                                    | 48                   | 10.7 | 7             | 14.6 | 211                  | 19.6 |
| Lack of prep time for me/staff                                                                                                | 39                   | 8.7  | 6             | 12.5 | 150                  | 13.9 |
| I am/Staff are required to work long hours                                                                                    | 32                   | 7.1  | 14            | 29.2 | 66                   | 6.1  |
| Other                                                                                                                         | 16                   | 3.6  | 1             | 2.1  | 62                   | 5.8  |

Examination of participants' perceptions of top influencers on their practice showed consistency in the importance of colleagues, supervisors, and coaches/ consultants/ TA specialists in providers' thinking about high-quality practices (see Table 46).

Table 46. Influence on high-quality practices

|                                 | Directors |      | FCC |      | Teachers |      |
|---------------------------------|-----------|------|-----|------|----------|------|
|                                 | N         | %    | N   | %    | N        | %    |
| A consultant / TA specialist    | 47        | 10.5 | 18  | 37.5 | 76       | 7.1  |
| Supervisor or former supervisor | 49        | 10.9 | -   | -    | 277      | 25.7 |
| Co-worker or former co-worker   | 27        | 6.0  | 1   | 2.1  | 205      | 19.0 |
| A family member                 | 7         | 1.6  | 2   | 4.2  | 44       | 4.1  |
| State agency                    | 18        | 4.0  | -   | -    | -        | -    |
| Professional Association        | 24        | 5.4  | -   | -    | -        | -    |
| A local child care agency       | 9         | 2.0  | 3   | 6.3  | 22       | 2.0  |
| A provider support network      | 14        | 3.1  | 1   | 2.1  | 9        | 0.8  |
| Another child care professional | 31        | 6.9  | 13  | 27.1 | 59       | 5.5  |
| Other                           | 31        | 6.9  | 3   | 6.3  | 66       | 6.1  |

### Internet Access

All respondents were asked how they usually access the Internet and how frequently. A majority of directors (57.1%) and FCC providers (70.8%) report accessing the Internet daily. Similar to 2014 KY workforce study findings, access to the Internet is limited for the child care workforce. Directors were more likely to report accessing the Internet at the center, while FCC providers (66.7%) access it at home, and teachers (30.6%) on a tablet or mobile device (see Table 47).

Table 47. Internet access

|                                                    | Directors |      | FCC |      | Teachers |      |
|----------------------------------------------------|-----------|------|-----|------|----------|------|
|                                                    | N         | %    | N   | %    | N        | %    |
| Internet access at the center                      | 165       | 36.8 | -   | -    | 100      | 9.3  |
| Internet access at home                            | 41        | 9.2  | 32  | 66.7 | 291      | 27.0 |
| Internet access through my tablet or mobile device | 42        | 9.4  | 10  | 20.8 | 330      | 30.6 |
| Internet access at the public library              | 2         | 0.4  | -   | -    | 4        | 0.4  |
| Other                                              | 12        | 2.7  | -   | -    | 10       | 0.9  |

Table 48. Frequency of Internet access

|                        | Directors |      | FCC |      | Teachers |      |
|------------------------|-----------|------|-----|------|----------|------|
|                        | N         | %    | N   | %    | N        | %    |
| Daily                  | 256       | 57.1 | 34  | 70.8 | 499      | 46.3 |
| A few times a week     | 7         | 1.6  | 4   | 8.3  | 34       | 3.2  |
| Once a week            | -         | -    | 1   | 2.1  | 5        | 0.5  |
| A few times a month    | -         | -    | 1   | 2.1  | 4        | 0.4  |
| Once a month           | -         | -    | -   | -    | 1        | 0.1  |
| Less than once a month | 1         | 0.2  | -   | -    | 1        | 0.1  |

## Appendices

### Appendix A

Table 1. Standardized annual wage by respondent type (75<sup>th</sup> percentile)<sup>1</sup>

|                  |                  | <b>N</b>        | <b>Annual Salary (\$)</b> | <b>SD (\$)</b>   |                  |
|------------------|------------------|-----------------|---------------------------|------------------|------------------|
| <b>Directors</b> | Statewide        |                 | <b>180</b>                | <b>39,500.00</b> | <b>10,062.33</b> |
|                  | ALL STARS        | Rated           | 100                       | 39,750.00        | 9,789.30         |
|                  |                  | Not-Rated       | 4                         | -                | -                |
|                  | Funding          | Profit          | 73                        | 38,095.00        | 10,440.88        |
|                  |                  | Non-Profit      | 104                       | 42,000.00        | 9,824.62         |
|                  | License          | Type I          | 103                       | 39,000.00        | 9,817.20         |
|                  |                  | Type II         | 1                         | -                | -                |
|                  | Household Income | Under \$20,000  | 3                         | -                | -                |
|                  |                  | \$20,000-40,000 | 53                        | 32,250.00        | 6,510.38         |
|                  |                  | \$40,000-70,000 | 59                        | 37,814.40        | 10,151.40        |
|                  |                  | Over \$70,000   | 69                        | 46,900.00        | 10,629.38        |
|                  | Region           | East            | 27                        | 32,500.00        | 7,907.94         |
|                  |                  | Central         | 109                       | 42,000.00        | 9,913.92         |
|                  |                  | West            | 53                        | 36,300.00        | 9,410.86         |
| Area             | Urban            | 121             | 40,873.60                 | 9,920.25         |                  |
|                  | Rural            | 68              | 38,699.25                 | 9,899.71         |                  |
| <b>FCC</b>       | Statewide        |                 | <b>27</b>                 | <b>31,200.00</b> | <b>5,452.10</b>  |
|                  | ALL STARS        | Rated           | 11                        | 31,200.00        | 5,663.12         |
|                  |                  | Not-Rated       | 1                         | -                | -                |
|                  | Household Income | Under \$20,000  | 3                         | -                | -                |
|                  |                  | \$20,000-40,000 | 12                        | 30,940.00        | 5,063.46         |
|                  |                  | \$40,000-70,000 | 9                         | 33,600.00        | 6,559.63         |
|                  |                  | Over \$70,000   | 2                         | -                | -                |
|                  | Region           | East            | 5                         | 31,200.00        | 1,275.74         |
|                  |                  | Central         | 14                        | 33,300.00        | 5,672.05         |
|                  |                  | West            | 7                         | 24,960.00        | 4,620.64         |
|                  | Area             | Urban           | 15                        | 30,420.00        | 6,597.97         |
| Rural            |                  | 11              | 31,200.00                 | 3,130.21         |                  |

*Continued on page 40*

<sup>1</sup> Data on variables with 5 or less total responses are not included.

Table 1. Standardized annual wage by respondent type (75<sup>th</sup> percentile) (continued)

|                 |                  | <b>N</b>        | <b>Annual Salary (\$)</b> | <b>SD (\$)</b>  |          |
|-----------------|------------------|-----------------|---------------------------|-----------------|----------|
| <b>Teachers</b> | Statewide        | <b>609</b>      | <b>26,197.60</b>          | <b>5,018.79</b> |          |
|                 | ALL STARS        | Rated           | 445                       | 26,197.60       | 5,094.77 |
|                 |                  | Not-Rated       | 13                        | 28,800.00       | 4,681.06 |
|                 | License          | Type I          | 455                       | 26,624.00       | 5,091.77 |
|                 |                  | Type II         | 3                         | -               | -        |
|                 | Household Income | Under \$20,000  | 125                       | 22,880.00       | 3,482.95 |
|                 |                  | \$20,000-40,000 | 230                       | 27,040.00       | 5,037.86 |
|                 |                  | \$40,000-70,000 | 135                       | 28,000.00       | 5,060.93 |
|                 |                  | Over \$70,000   | 93                        | 28,248.00       | 5,126.71 |
|                 | Region           | East            | 89                        | 25,641.60       | 5,228.06 |
|                 |                  | Central         | 386                       | 27,010.00       | 4,960.03 |
|                 |                  | West            | 123                       | 24,700.00       | 4,845.67 |
|                 | Area             | Urban           | 381                       | 26,769.60       | 4,971.27 |
|                 |                  | Rural           | 217                       | 25,573.60       | 5,070.63 |

Table 2. Standardized hourly wage by respondent type (75<sup>th</sup> percentile)<sup>1</sup>

|                  |                  |                 | <b>N</b>   | <b>Hourly Wage (\$)</b> | <b>SD (\$)</b> |
|------------------|------------------|-----------------|------------|-------------------------|----------------|
| <b>Directors</b> | Statewide        |                 | <b>180</b> | <b>19.23</b>            | <b>4.31</b>    |
|                  | ALL STARS        | Rated           | 94         | 19.23                   | 4.14           |
|                  |                  | Not-Rated       | 3          | -                       | -              |
|                  | Funding          | Profit          | 68         | 18.34                   | 4.61           |
|                  |                  | Non-Profit      | 96         | 20.19                   | 4.07           |
|                  | License          | Type I          | 96         | 19.11                   | 4.11           |
|                  |                  | Type II         | 1          | -                       | -              |
|                  | Household Income | Under \$20,000  | 4          | 12.01                   | 0.98           |
|                  |                  | \$20,000-40,000 | 52         | 15.81                   | 3.09           |
|                  |                  | \$40,000-70,000 | 52         | 19.23                   | 4.26           |
|                  |                  | Over \$70,000   | 65         | 21.39                   | 4.53           |
|                  | Region           | East            | 25         | 16.11                   | 3.66           |
|                  |                  | Central         | 99         | 20.04                   | 4.31           |
|                  |                  | West            | 53         | 17.77                   | 4.24           |
| Area             | Urban            | 112             | 19.11      | 4.19                    |                |
|                  | Rural            | 65              | 19.23      | 4.41                    |                |
| <b>FCC</b>       | Statewide        |                 | <b>36</b>  | <b>15.00</b>            | <b>4.13</b>    |
|                  | ALL STARS        | Rated           | 14         | 15.47                   | 4.32           |
|                  |                  | Not-Rated       | 1          | -                       | -              |
|                  | Household Income | Under \$20,000  | 7          | 13.50                   | 3.95           |
|                  |                  | \$20,000-40,000 | 14         | 15.47                   | 3.57           |
|                  |                  | \$40,000-70,000 | 11         | 17.79                   | 4.04           |
|                  |                  | Over \$70,000   | 3          | -                       | -              |
|                  | Region           | East            | 6          | 15.00                   | 3.60           |
|                  |                  | Central         | 21         | 17.64                   | 4.63           |
|                  |                  | West            | 8          | 11.81                   | 2.68           |
|                  | Area             | Urban           | 21         | 16.06                   | 4.71           |
| Rural            |                  | 14              | 15.00      | 3.31                    |                |
| <b>Teachers</b>  | Statewide        |                 | <b>551</b> | <b>12.24</b>            | <b>1.99</b>    |
|                  | ALL STARS        | Rated           | 397        | 12.09                   | 1.97           |
|                  |                  | Not-Rated       | 13         | 13.85                   | 2.25           |
|                  | License          | Type I          | 407        | 12.24                   | 1.99           |
|                  |                  | Type II         | 3          | -                       | -              |
|                  | Household Income | Under \$20,000  | 116        | 11.00                   | 1.55           |
|                  |                  | \$20,000-40,000 | 206        | 12.50                   | 1.95           |
|                  |                  | \$40,000-70,000 | 122        | 12.50                   | 1.96           |
|                  |                  | Over \$70,000   | 85         | 13.00                   | 2.16           |
|                  | Region           | East            | 79         | 12.24                   | 2.10           |
|                  |                  | Central         | 348        | 12.50                   | 1.93           |
|                  |                  | West            | 115        | <b>11.25</b>            | 2.01           |
|                  | Area             | Urban           | 350        | 12.37                   | 1.98           |
| Rural            |                  | 192             | 12.00      | 2.00                    |                |

<sup>1</sup> Data on variables with 5 or less total responses are not included.



Table 3. Hourly salary median<sup>1</sup>

|                  |                  | <b>N</b>        | <b>Median (\$)</b> | <b>SD (\$)</b> |             |
|------------------|------------------|-----------------|--------------------|----------------|-------------|
| <b>Directors</b> | Statewide        |                 | <b>228</b>         | <b>16.45</b>   | <b>9.30</b> |
|                  | ALL STARS        | Rated           | 115                | 16.83          | 7.29        |
|                  |                  | Not-Rated       | 5                  | 15.79          | 9.91        |
|                  | Funding          | Profit          | 82                 | 15.56          | 9.49        |
|                  |                  | Non-Profit      | 124                | 17.62          | 9.17        |
|                  | License          | Type I          | 119                | 16.83          | 7.40        |
|                  |                  | Type II         | 1                  | -              | -           |
|                  | Household Income | Under \$20,000  | 5                  | 11.86          | 2.48        |
|                  |                  | \$20,000-40,000 | 56                 | 13.50          | 3.68        |
|                  |                  | \$40,000-70,000 | 63                 | 17.00          | 6.95        |
|                  |                  | Over \$70,000   | 94                 | 19.64          | 11.34       |
|                  | Region           | East            | 31                 | 13.70          | 10.04       |
|                  |                  | Central         | 131                | 18.27          | 8.51        |
|                  |                  | West            | 60                 | 15.11          | 10.16       |
| Area             | Urban            | 141             | 17.50              | 9.44           |             |
|                  | Rural            | 81              | 14.90              | 8.91           |             |
| <b>FCC</b>       | Statewide        |                 | <b>40</b>          | <b>12.25</b>   | <b>7.68</b> |
|                  | ALL STARS        | Rated           | 14                 | 12.75          | 4.32        |
|                  |                  | Not-Rated       | 1                  | -              | -           |
|                  | Household Income | Under \$20,000  | 7                  | 7.21           | 3.95        |
|                  |                  | \$20,000-40,000 | 14                 | 12.51          | 3.56        |
|                  |                  | \$40,000-70,000 | 12                 | 14.52          | 4.96        |
|                  |                  | Over \$70,000   | 6                  | 17.31          | 16.53       |
|                  | Region           | East            | 7                  | 14.42          | 4.98        |
|                  |                  | Central         | 24                 | 14.09          | 9.20        |
|                  |                  | West            | 8                  | 10.16          | 2.68        |
|                  | Area             | Urban           | 23                 | 12.02          | 9.32        |
| Rural            |                  | 16              | 14.09              | 4.69           |             |
| <b>Teachers</b>  | Statewide        |                 | <b>698</b>         | <b>11.00</b>   | <b>3.71</b> |
|                  | ALL STARS        | Rated           | 509                | 10.65          | 3.76        |
|                  |                  | Not-Rated       | 14                 | 12.36          | 2.50        |
|                  | License          | Type I          | 520                | 10.73          | 3.74        |
|                  |                  | Type II         | 3                  | 10.00          | 1.46        |
|                  | Household Income | Under \$20,000  | 150                | 9.00           | 3.23        |
|                  |                  | \$20,000-40,000 | 247                | 11.00          | 2.92        |
|                  |                  | \$40,000-70,000 | 154                | 11.54          | 3.66        |
|                  |                  | Over \$70,000   | 119                | 12.00          | 4.74        |
|                  | Region           | East            | 112                | 10.64          | 3.88        |
|                  |                  | Central         | 435                | 11.00          | 3.73        |
|                  |                  | West            | 138                | 10.09          | 3.51        |
| Area             | Urban            | 432             | 11.00              | 3.64           |             |
|                  | Rural            | 253             | 10.58              | 3.86           |             |

<sup>1</sup> Data on variables with 5 or less total responses are not included.

Table 4. Hourly compensation (median) as reported by directors<sup>1</sup>

|                                 |           |            | Lowest |              | Highest |              | Actual Salary (\$) |
|---------------------------------|-----------|------------|--------|--------------|---------|--------------|--------------------|
|                                 |           |            | N      | Median (\$)  | N       | Median (\$)  |                    |
| <b>Directors</b>                | Statewide |            | 180    | <b>13.00</b> | 149     | <b>15.00</b> | 16.45              |
|                                 | ALL STARS | Rated      | 105    | 13.61        | 82      | 16.00        | 16.83              |
|                                 |           | Not-Rated  | 4      | -            | 2       | -            | 15.79              |
|                                 | Funding   | Profit     | 61     | 12.00        | 56      | 13.63        | 15.56              |
|                                 |           | Non-Profit | 93     | 15.00        | 69      | 17.50        | 17.62              |
|                                 | License   | Type I     | 107    | 13.50        | 82      | 16.00        | 16.83              |
|                                 |           | Type II    | 2      | -            | 2       | -            | 12.02              |
|                                 | Region    | East       | 26     | 11.39        | 22      | 13.88        | 13.70              |
|                                 |           | Central    | 101    | 14.18        | 82      | 16.87        | 18.27              |
|                                 |           | West       | 45     | 13.00        | 40      | 14.46        | 15.11              |
| Area                            | Urban     | 104        | 13.00  | 87           | 16.00   | 17.50        |                    |
|                                 | Rural     | 68         | 12.00  | 57           | 14.50   | 14.90        |                    |
| <b>Teachers</b>                 | Statewide |            | 246    | <b>9.00</b>  | 220     | <b>11.50</b> | 11.00              |
|                                 | ALL STARS | Rated      | 132    | 10.00        | 117     | 12.00        | 10.65              |
|                                 |           | Not-Rated  | 4      | -            | 4       | -            | 12.36              |
|                                 | Funding   | Profit     | 94     | 8.50         | 84      | 11.00        | -                  |
|                                 |           | Non-Profit | 121    | 10.00        | 106     | 12.55        | -                  |
|                                 | License   | Type I     | 134    | 10.00        | 119     | 12.00        | 10.73              |
|                                 |           | Type II    | 2      | 10.00        | 2       | 11.00        | 10.00              |
|                                 | Region    | East       | 32     | 8.13         | 29      | 10.00        | 10.64              |
|                                 |           | Central    | 142    | 10.00        | 128     | 12.75        | 11.00              |
|                                 |           | West       | 61     | 8.50         | 53      | 10.00        | 10.09              |
| Area                            | Urban     | 151        | 9.50   | 134          | 12.00   | 11.00        |                    |
|                                 | Rural     | 84         | 8.50   | 76           | 10.45   | 10.58        |                    |
| <b>Assistant Teachers/Aides</b> | Statewide |            | 225    | <b>8.50</b>  | 186     | <b>10.00</b> | -                  |
|                                 | ALL STARS | Rated      | 118    | 9.00         | 100     | 10.00        | -                  |
|                                 |           | Not-Rated  | 3      | -            | 3       | -            | -                  |
|                                 | Funding   | Profit     | 83     | 8.00         | 72      | 9.00         | -                  |
|                                 |           | Non-Profit | 112    | 9.00         | 95      | 10.25        | -                  |
|                                 | License   | Type I     | 119    | 9.00         | 101     | 10.00        | -                  |
|                                 |           | Type II    | 2      | -            | 2       | -            | -                  |
|                                 | Region    | East       | 31     | 8.00         | 26      | 8.75         | -                  |
|                                 |           | Central    | 128    | 9.00         | 107     | 10.00        | -                  |
|                                 |           | West       | 56     | 8.00         | 47      | 9.00         | -                  |
| Area                            | Urban     | 133        | 8.75   | 115          | 10.00   | -            |                    |
|                                 | Rural     | 82         | 8.00   | 65           | 9.00    | -            |                    |

<sup>1</sup> Data on variables with 5 or less total responses are not included.

Table 5. Compensation by region and ALL STARS rating status<sup>1</sup>

|                  |           |         | <b>ALL STARS-Rated</b> |                    | <b>Not Rated</b> |                    |
|------------------|-----------|---------|------------------------|--------------------|------------------|--------------------|
|                  |           |         | <b>N</b>               | <b>Median (\$)</b> | <b>N</b>         | <b>Median (\$)</b> |
| <b>Directors</b> | Statewide |         | 115                    | <b>32,344.00</b>   | 5                | 26,000.00          |
|                  | Region    | East    | 14                     | 22,068.80          | -                | -                  |
|                  |           | Central | 70                     | 37,044.80          | 3                | -                  |
|                  |           | West    | 31                     | 30,000.00          | 2                | -                  |
|                  | Area      | Urban   | 77                     | 33,000.00          | 3                | -                  |
| Rural            |           | 38      | 30,680.00              | 2                  | -                |                    |
| <b>FCC</b>       | Statewide |         | 14                     | <b>26,520.00</b>   | 1                | -                  |
|                  | Region    | East    | 2                      | -                  | -                | -                  |
|                  |           | Central | 6                      | 31,410.00          | 1                | -                  |
|                  |           | West    | 6                      | 20,800.00          | -                | -                  |
|                  | Area      | Urban   | 9                      | 20,800.00          | 1                | -                  |
| Rural            |           | 5       | 30,000.00              | -                  | -                |                    |
| <b>Teachers</b>  | Statewide |         | 509                    | <b>22,152.00</b>   | 14               | 25,698.00          |
|                  | Region    | East    | 65                     | 20,000.00          | -                | -                  |
|                  |           | Central | 348                    | 22,880.00          | 11               | 27,000.00          |
|                  |           | West    | 96                     | 21,500.00          | 3                | -                  |
|                  | Area      | Urban   | 336                    | 22,880.00          | 11               | 22,880.00          |
| Rural            |           | 173     | 21,840.00              | 3                  | -                |                    |

Table 6. Annual director salary by ALL STARS level

|                     | <b>N</b> | <b>Median (\$)</b> |
|---------------------|----------|--------------------|
| Not ALL STARS-rated | 5        | 26,000.00          |
| Level 1             | 31       | 30,000.00          |
| Level 2             | 11       | 30,000.00          |
| Level 3             | 29       | 34,112.00          |
| Level 4             | 28       | 35,510.00          |
| Level 5             | 16       | 31,844.00          |

<sup>1</sup> Data on variables with 5 or less total responses are not included.

Table 7. Provided health insurance benefits

|                                                            | Directors       |                 | Teachers        |                 | Assistant Teachers/Aides |                 |
|------------------------------------------------------------|-----------------|-----------------|-----------------|-----------------|--------------------------|-----------------|
|                                                            | Part-Time % (N) | Full-Time % (N) | Part-Time % (N) | Full-Time % (N) | Part-Time % (N)          | Full-Time % (N) |
| Fully paid insurance for employee and dependents           | 0.7 (3)         | 4.2 (19)        | 1.3 (6)         | 3.1 (14)        | 1.1 (5)                  | 2.5 (11)        |
| Fully paid insurance for employees only (no dependents)    | 0.7 (3)         | 6.7 (30)        | 0.9 (4)         | 4.1 (19)        | 0.9 (4)                  | 2.5 (11)        |
| Partially paid insurance for employee and dependents       | 1.8 (8)         | 12.7 (57)       | 2.7 (12)        | 12.1 (54)       | 2.5 (11)                 | 10.0 (45)       |
| Partially paid insurance for employee only (no dependents) | 1.3 (6)         | 11.4 (51)       | 2.2 (10)        | 9.8 (44)        | 1.6 (7)                  | 7.6 (34)        |
| Health insurance is available but unpaid                   | 2.9 (13)        | 3.8 (17)        | 4.2 (19)        | 3.6 (16)        | 3.6 (16)                 | 3.6 (16)        |
| Health insurance is not available                          | 18.1 (81)       | 19.9 (89)       | 22.1 (99)       | 20.3 (91)       | 21.0 (94)                | 18.5 (83)       |

Table 8. Provided dental insurance benefits

|                                                                   | Directors       |                 | Teachers        |                 | Assistant Teachers/Aides |                 |
|-------------------------------------------------------------------|-----------------|-----------------|-----------------|-----------------|--------------------------|-----------------|
|                                                                   | Part-Time % (N) | Full-Time % (N) | Part-Time % (N) | Full-Time % (N) | Part-Time % (N)          | Full-Time % (N) |
| Fully paid dental insurance for employee and dependents           | 0.2 (1)         | 2.5 (11)        | 0.4 (2)         | 1.8 (8)         | 0.2 (1)                  | 1.3 (6)         |
| Fully paid dental insurance for employees only (no dependents)    | 0.2 (1)         | 3.3 (15)        | 0.2 (1)         | 2.9 (13)        | 0.2 (1)                  | 2.0 (9)         |
| Partially paid dental insurance for employee and dependents       | 0.7 (3)         | 8.5 (38)        | 1.6 (7)         | 8.0 (36)        | 1.6 (7)                  | 6.7 (30)        |
| Partially paid dental insurance for employee only (no dependents) | 0.2 (1)         | 4.0 (18)        | 0.7 (3)         | 3.8 (17)        | 0.7 (3)                  | 2.5 (11)        |
| Dental insurance is available but unpaid                          | 3.1 (14)        | 10.5 (47)       | 5.1 (23)        | 8.9 (40)        | 4.9 (22)                 | 7.4 (33)        |
| Dental insurance is not available                                 | 19.2 (86)       | 23.0 (103)      | 0.4 (2)         | 1.8 (8)         | 21.0 (94)                | 19.9 (89)       |

Table 9. Provided benefits and assistance

|                                                                   | Directors       |                 | Teachers        |                 | Assistant Teachers/Aides |                 |
|-------------------------------------------------------------------|-----------------|-----------------|-----------------|-----------------|--------------------------|-----------------|
|                                                                   | Part-Time % (N) | Full-Time % (N) | Part-Time % (N) | Full-Time % (N) | Part-Time % (N)          | Full-Time % (N) |
| Financial assistance for workshops, institutes, conferences, etc. | 14.7 (66)       | 38.2 (171)      | 25.4 (114)      | 36.4 (163)      | 25.2 (113)               | 30.4 (136)      |
| On-site training during paid workday                              | 14.5 (65)       | 36.6 (164)      | 27.0 (121)      | 34.4 (154)      | 25.9 (116)               | 28.3 (127)      |
| Off-site training during paid workday                             | 12.7 (57)       | 31.9 (143)      | 22.3 (100)      | 29.0 (130)      | 21.4 (96)                | 22.1 (99)       |
| Tuition reimbursement not through the Early Childhood Scholarship | 4.5 (20)        | 13.4 (60)       | 7.4 (33)        | 13.8 (62)       | 7.1 (32)                 | 11.2 (50)       |
| Formal mentoring                                                  | 4.7 (21)        | 12.7 (57)       | 9.4 (42)        | 14.7 (66)       | 9.8 (44)                 | 11.8 (53)       |
| Reimbursement of training expenses (i.e., travel, hotel, food)    | 9.4 (42)        | 29.2 (131)      | 13.8 (62)       | 24.1 (108)      | 12.5 (56)                | 17.6 (79)       |
| Training or educational loans                                     | 1.6 (7)         | 2.9 (13)        | 1.1 (5)         | 3.3 (15)        | 1.3 (6)                  | 2.7 (12)        |
| Wage supplement based on training and experience                  | 5.4 (24)        | 15.0 (67)       | 9.2 (41)        | 15.2 (68)       | 8.9 (40)                 | 12.1 (54)       |
| Short-term disability insurance                                   | 3.1 (14)        | 18.8 (84)       | 5.4 (24)        | 16.5 (74)       | 4.5 (20)                 | 14.1 (63)       |
| Long-term disability insurance                                    | 2.5 (11)        | 16.5 (74)       | 4.2 (19)        | 14.1 (63)       | 3.1 (14)                 | 10.9 (49)       |
| Retirement Plan                                                   | 5.6 (25)        | 23.7 (106)      | 8.7 (39)        | 20.1 (90)       | 7.6 (34)                 | 16.3 (73)       |
| Paid sick leave                                                   | 9.2 (41)        | 33.9 (152)      | 14.7 (66)       | 30.1 (135)      | 12.1 (54)                | 21.9 (98)       |
| Paid vacation                                                     | 10.9 (49)       | 38.4 (172)      | 16.5 (74)       | 36.8 (165)      | 13.6 (61)                | 27.5 (123)      |
| Paid holidays                                                     | 12.5 (56)       | 46.4 (208)      | 20.8 (93)       | 43.3 (194)      | 18.3 (82)                | 34.2 (153)      |

Table 10. Length of service by region (years)

|                  |           |         | Position   |              | Career     |              |
|------------------|-----------|---------|------------|--------------|------------|--------------|
|                  |           |         | N          | Median       | N          | Median       |
| <b>Directors</b> | Statewide |         | <b>239</b> | <b>8.00</b>  | <b>261</b> | <b>18.00</b> |
|                  | Region    | East    | 39         | 9.00         | 44         | 17.50        |
|                  |           | Central | 131        | 6.00         | 142        | 19.00        |
|                  |           | West    | 61         | 8.00         | 67         | 18.00        |
| <b>FCC</b>       | Statewide |         | <b>42</b>  | <b>19.00</b> | <b>42</b>  | <b>20.50</b> |
|                  | Region    | East    | 9          | 22.00        | 9          | 22.00        |
|                  |           | Central | 23         | 16.00        | 23         | 19.00        |
|                  |           | West    | 8          | 15.50        | 8          | 20.50        |
| <b>Teachers</b>  | Statewide |         | <b>628</b> | <b>3.00</b>  | <b>727</b> | <b>10.00</b> |
|                  | Region    | East    | 108        | 6.00         | 123        | 12.00        |
|                  |           | Central | 382        | 3.00         | 437        | 9.00         |
|                  |           | West    | 120        | 3.00         | 149        | 8.00         |

Table 11. Stay in the field by ALL STARS rating status

|                  |           |            | ALL STARS Rated                |                               | Not Rated                      |                               | Total<br>N |
|------------------|-----------|------------|--------------------------------|-------------------------------|--------------------------------|-------------------------------|------------|
|                  |           |            | Definitely/<br>Probably<br>Yes | Definitely/<br>Probably<br>No | Definitely/<br>Probably<br>Yes | Definitely/<br>Probably<br>No |            |
|                  |           |            | % (N)                          | % (N)                         | % (N)                          | % (N)                         |            |
|                  |           |            |                                |                               |                                |                               |            |
| <b>Directors</b> | Statewide |            | <b>48.0</b> (109)              | <b>8.3</b> (19)               | <b>71.4</b> (5)                | -                             | 133        |
|                  | Region    | East       | 59.2 (16)                      | 11.1 (3)                      | -                              | -                             | 22         |
|                  |           | Central    | 45.9 (66)                      | 5.6 (8)                       | 75.0 (3)                       | -                             | 74         |
|                  |           | West       | 61.0 (27)                      | 15.4 (8)                      | 66.7 (7)                       | -                             | 42         |
|                  | Area      | Urban      | 48.6 (72)                      | 7.5 (11)                      | 60.0 (3)                       | -                             | 86         |
| Rural            |           | 49.3 (37)  | 10.7 (8)                       | -                             | 100.0 (2)                      | 47                            |            |
| <b>FCC</b>       | Statewide |            | <b>72.2</b> (13)               | <b>11.1</b> (2)               | <b>100.0</b> (1)               | -                             | 16         |
|                  | Region    | East       | 100.0 (3)                      | -                             | -                              | -                             | 3          |
|                  |           | Central    | 55.5 (5)                       | 11.1 (1)                      | 100.0 (1)                      | -                             | 7          |
|                  |           | West       | 83.3 (5)                       | 16.7 (1)                      | -                              | -                             | 6          |
|                  | Area      | Urban      | 72.8 (8)                       | 9.1 (1)                       | 100.0 (1)                      | -                             | 10         |
| Rural            |           | 72.5 (5)   | 14.2 (1)                       | -                             | -                              | 6                             |            |
| <b>Teachers</b>  | Statewide |            | <b>49.4</b> (398)              | <b>13.5</b> (109)             | <b>45.0</b> (9)                | <b>30.0</b> (6)               | 522        |
|                  | Region    | East       | 35.0 (50)                      | 15.7 (16)                     | -                              | -                             | 66         |
|                  |           | Central    | 49.9 (272)                     | 13.4 (73)                     | 43.8 (7)                       | 31.3 (5)                      | 357        |
|                  |           | West       | 48.1 (76)                      | 12.7 (20)                     | 66.6 (2)                       | 33.3 (1)                      | 99         |
|                  | Area      | Urban      | 50.4 (265)                     | 13.5 (71)                     | 46.7 (7)                       | 33.3 (5)                      | 348        |
| Rural            |           | 47.7 (133) | 13.6 (38)                      | 40.0 (2)                      | 20.0 (1)                       | 174                           |            |