

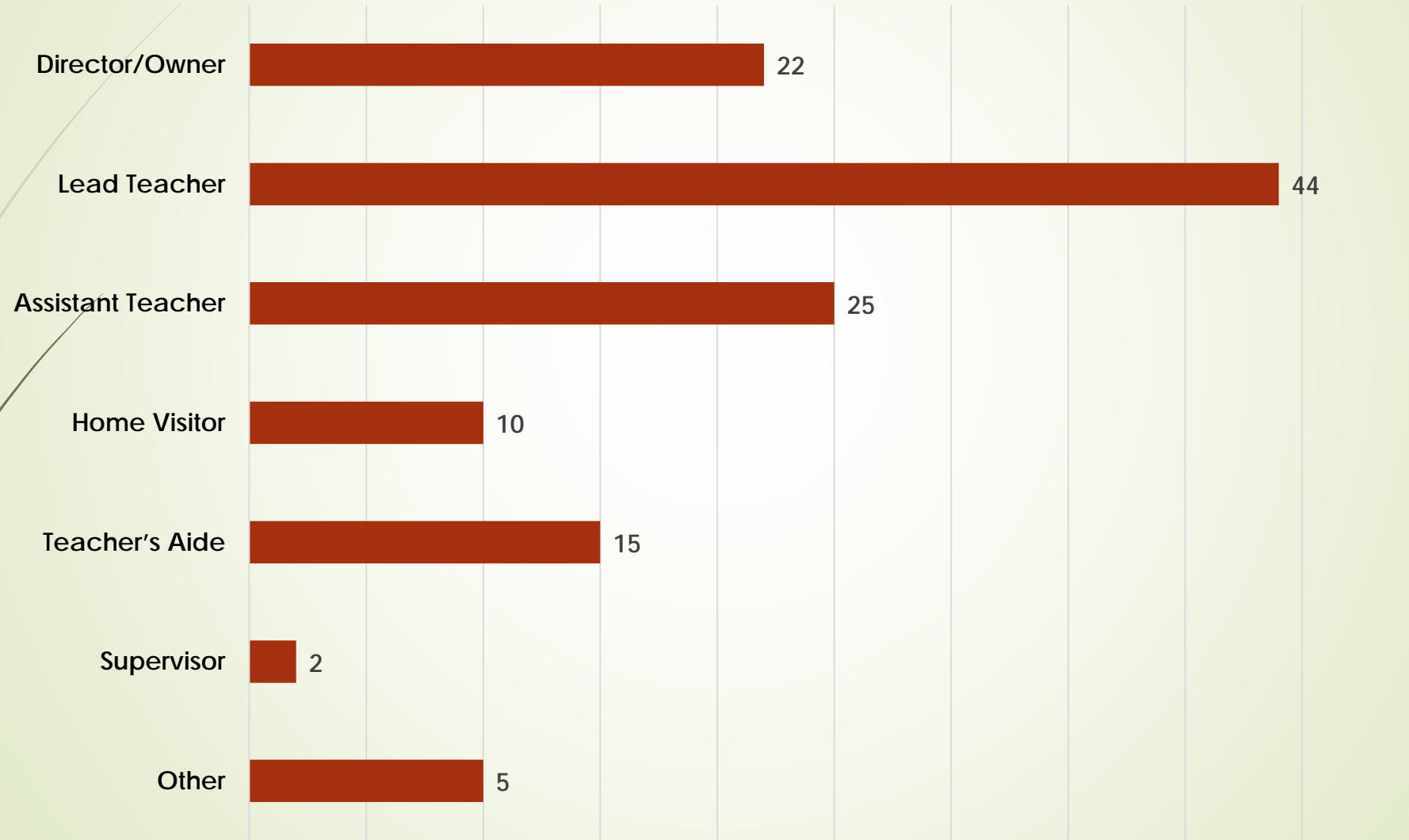


# Early Learning Workforce Survey Results

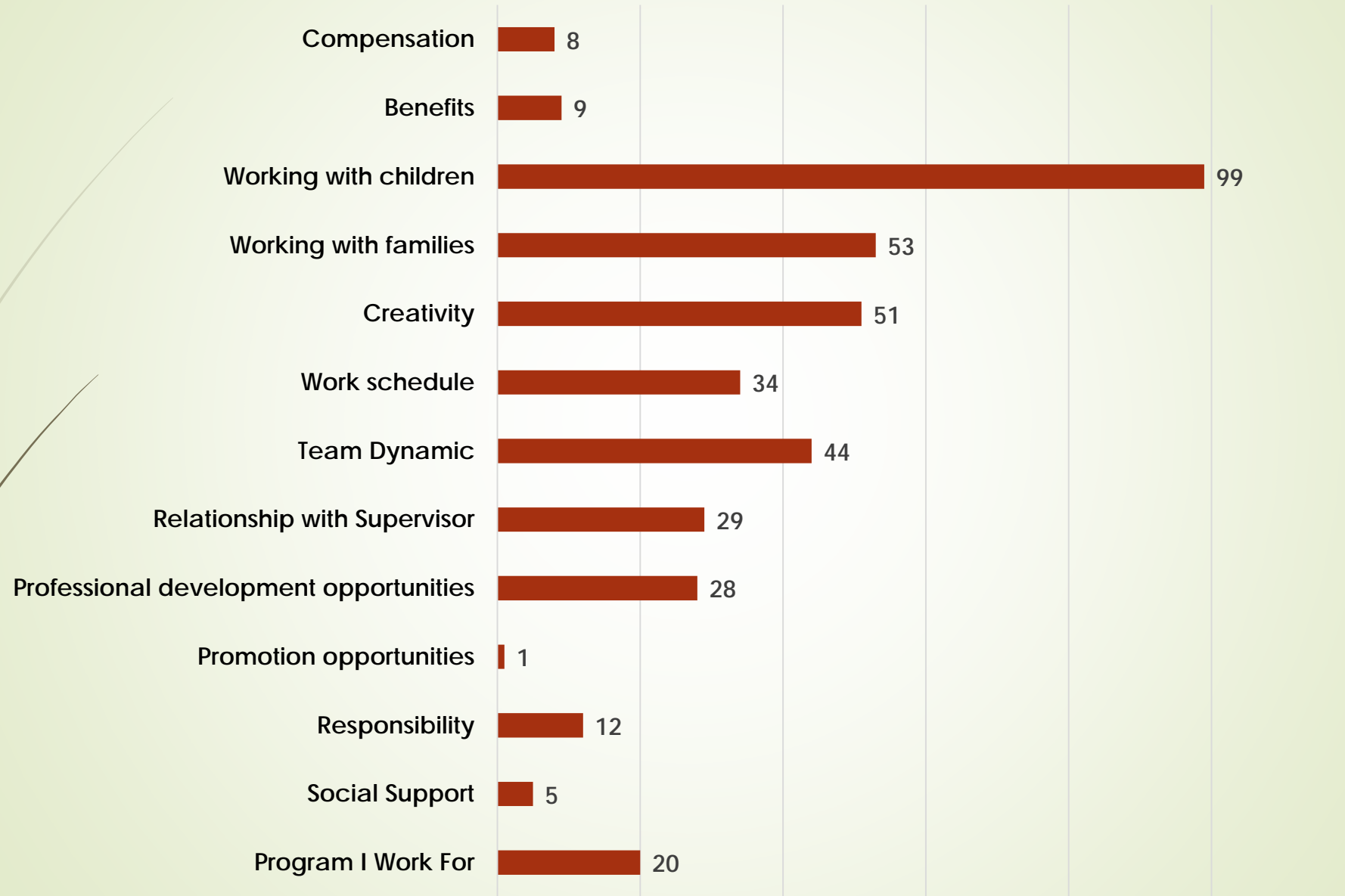


# 123 Responses to the Survey

What is your current role?



## What makes you satisfied with you current job?



# What makes you dissatisfied with your current job?



# What additional resources/support would you utilize if available?

Regular time with my supervisor or troubleshoot challenging situations

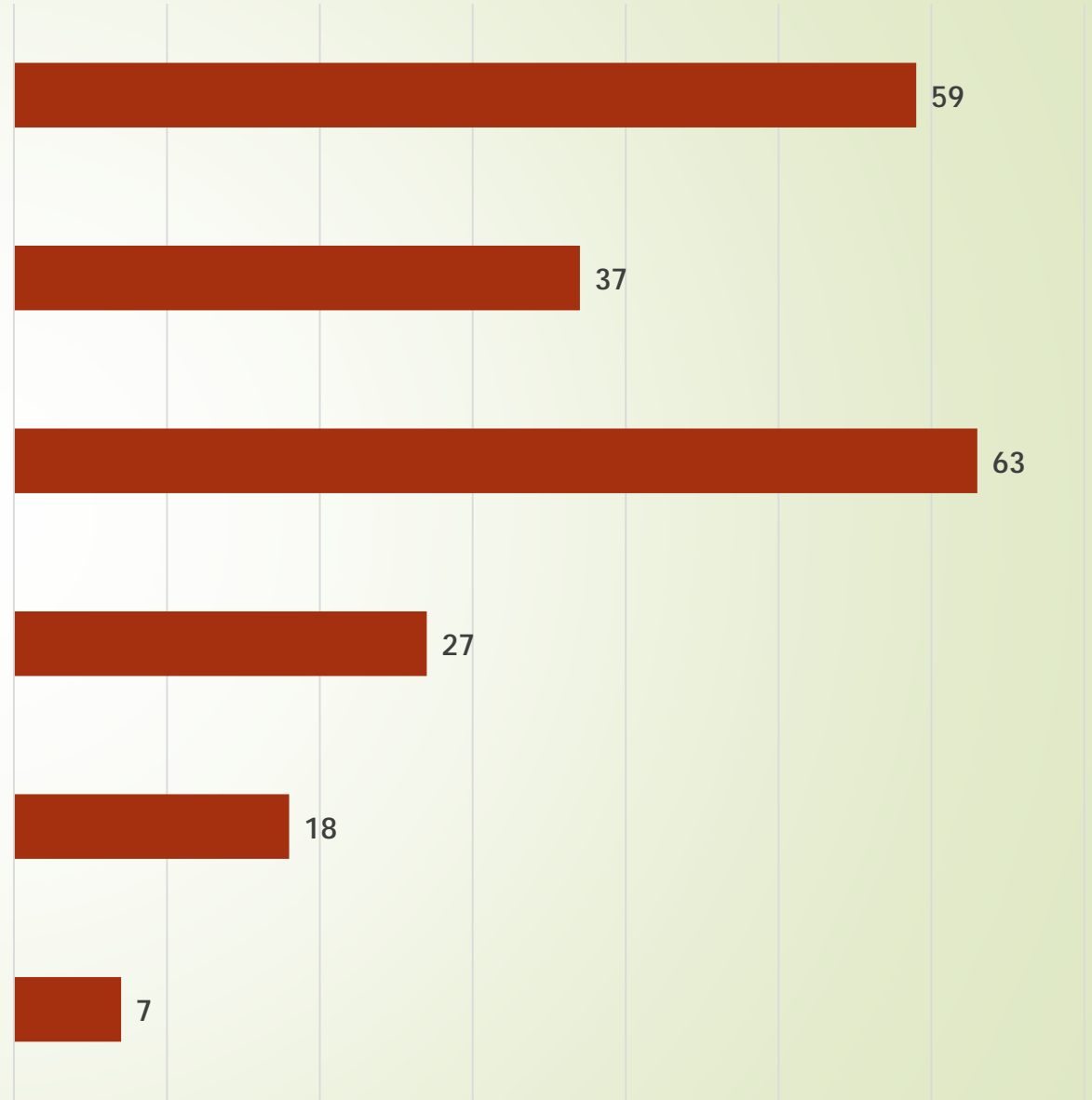
Professional development

Onsite coaching

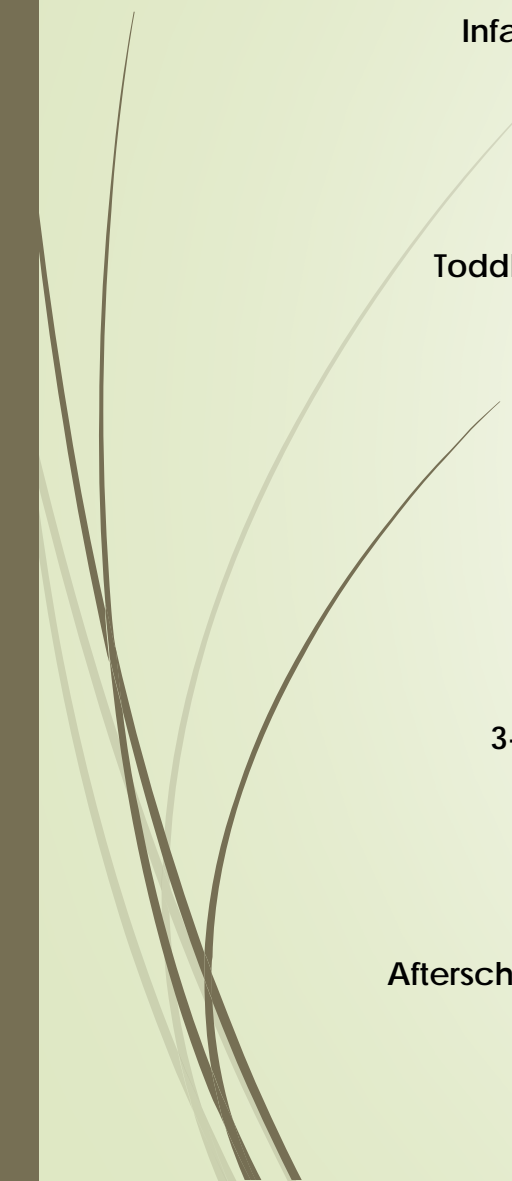
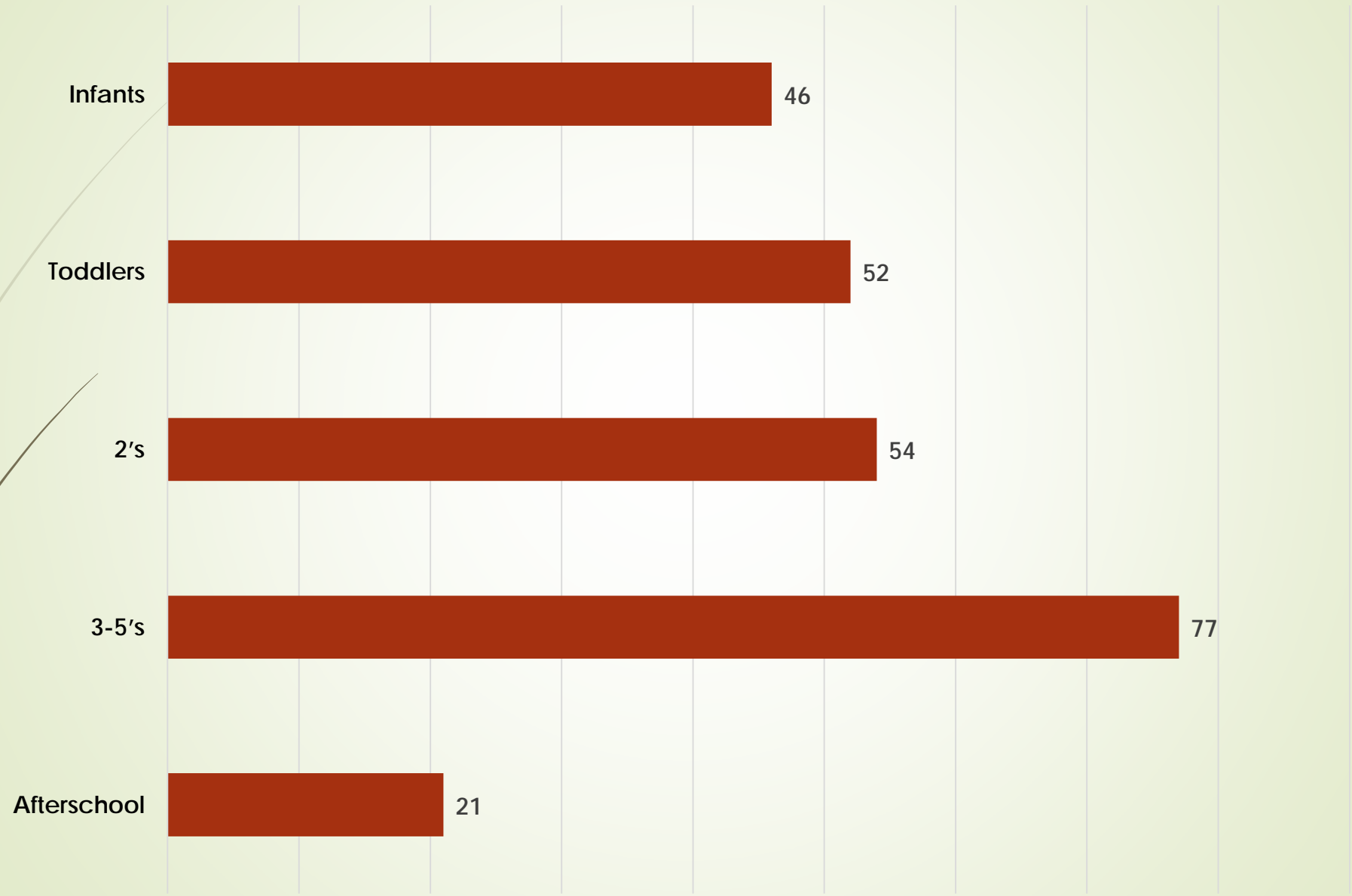
Scholarships

Job/Resource Fair

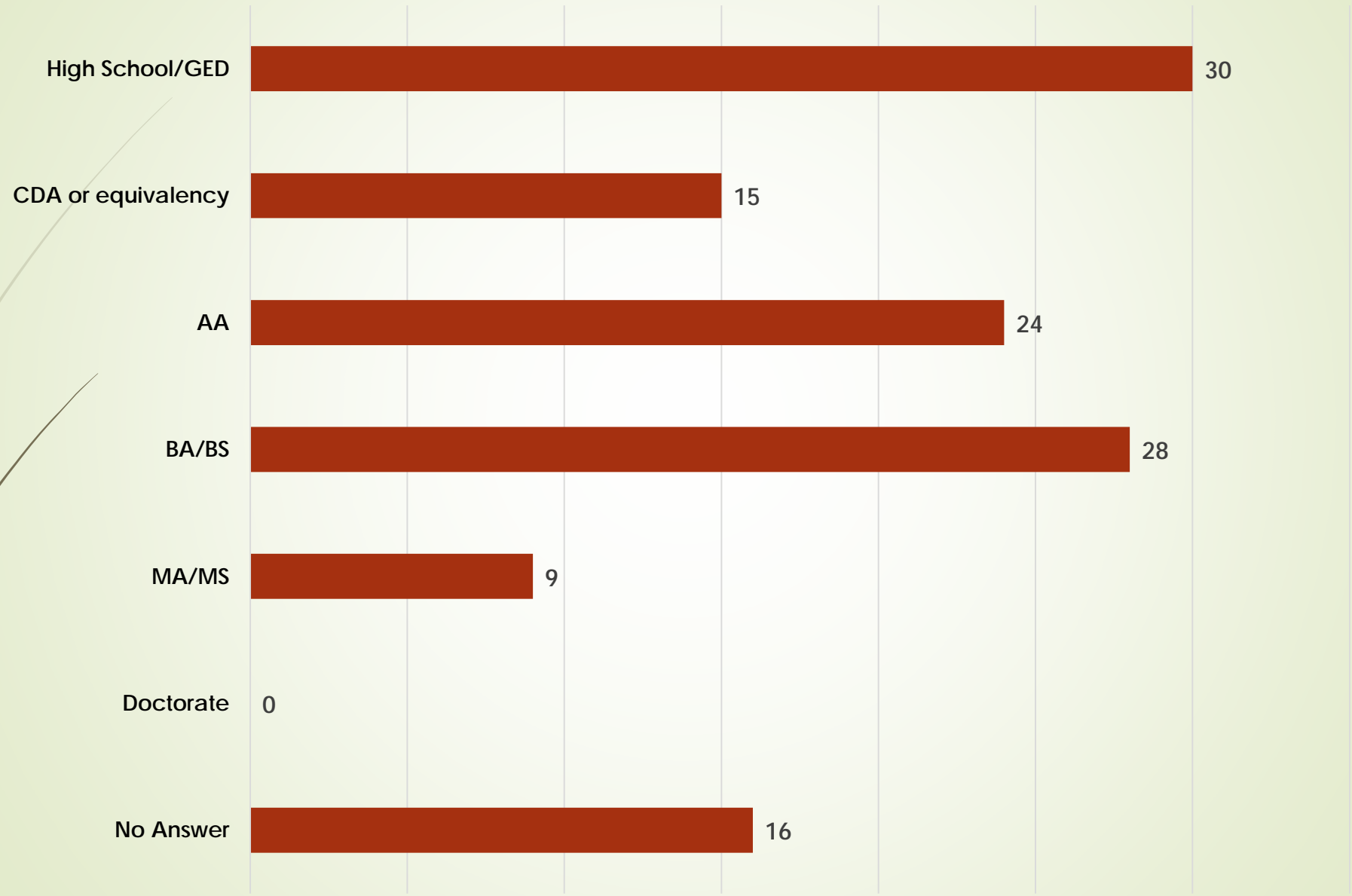
Other



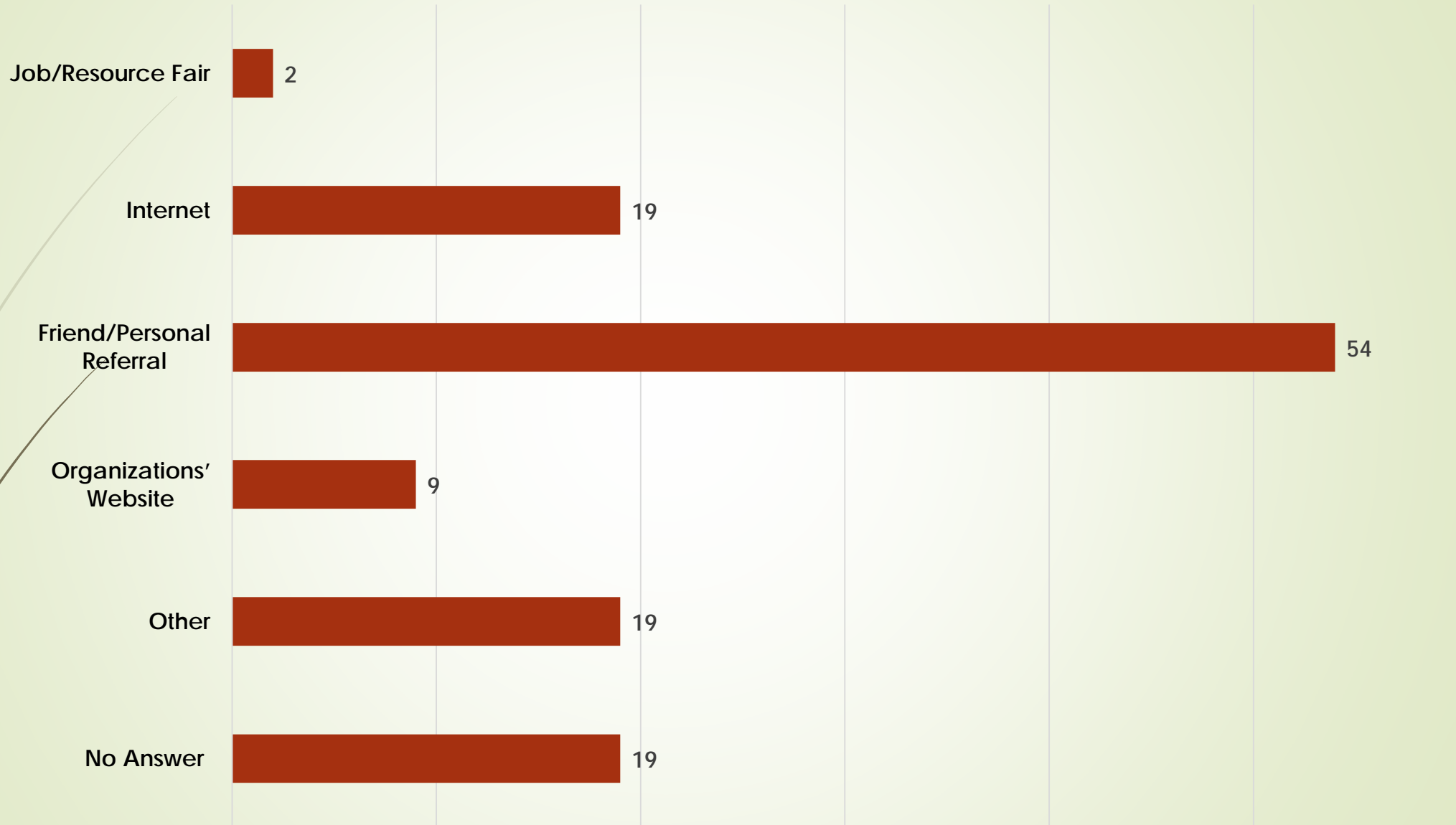
# What age group do you work with?



# What is your highest degree?

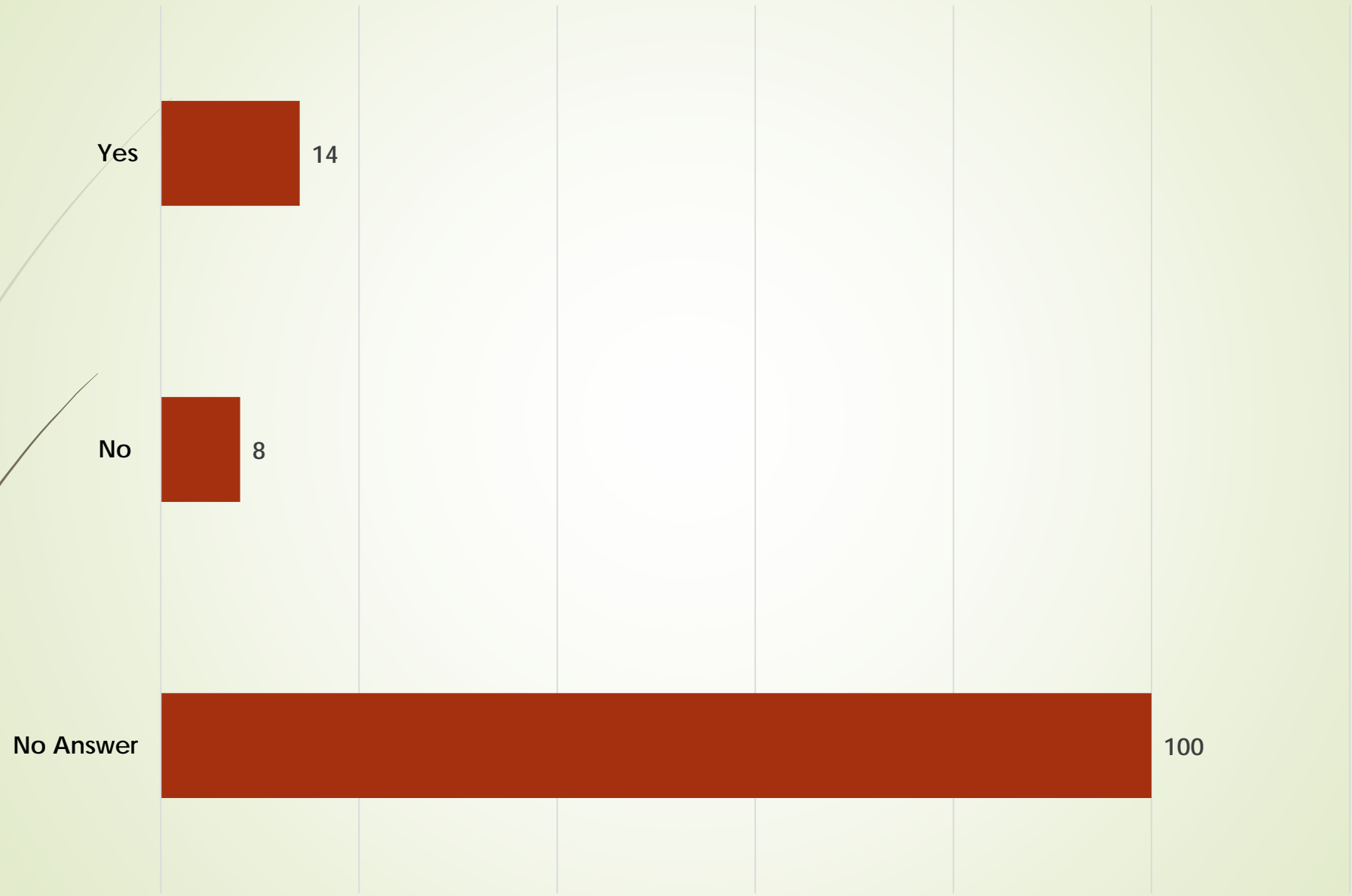


# How did you hear about and apply for your current position?

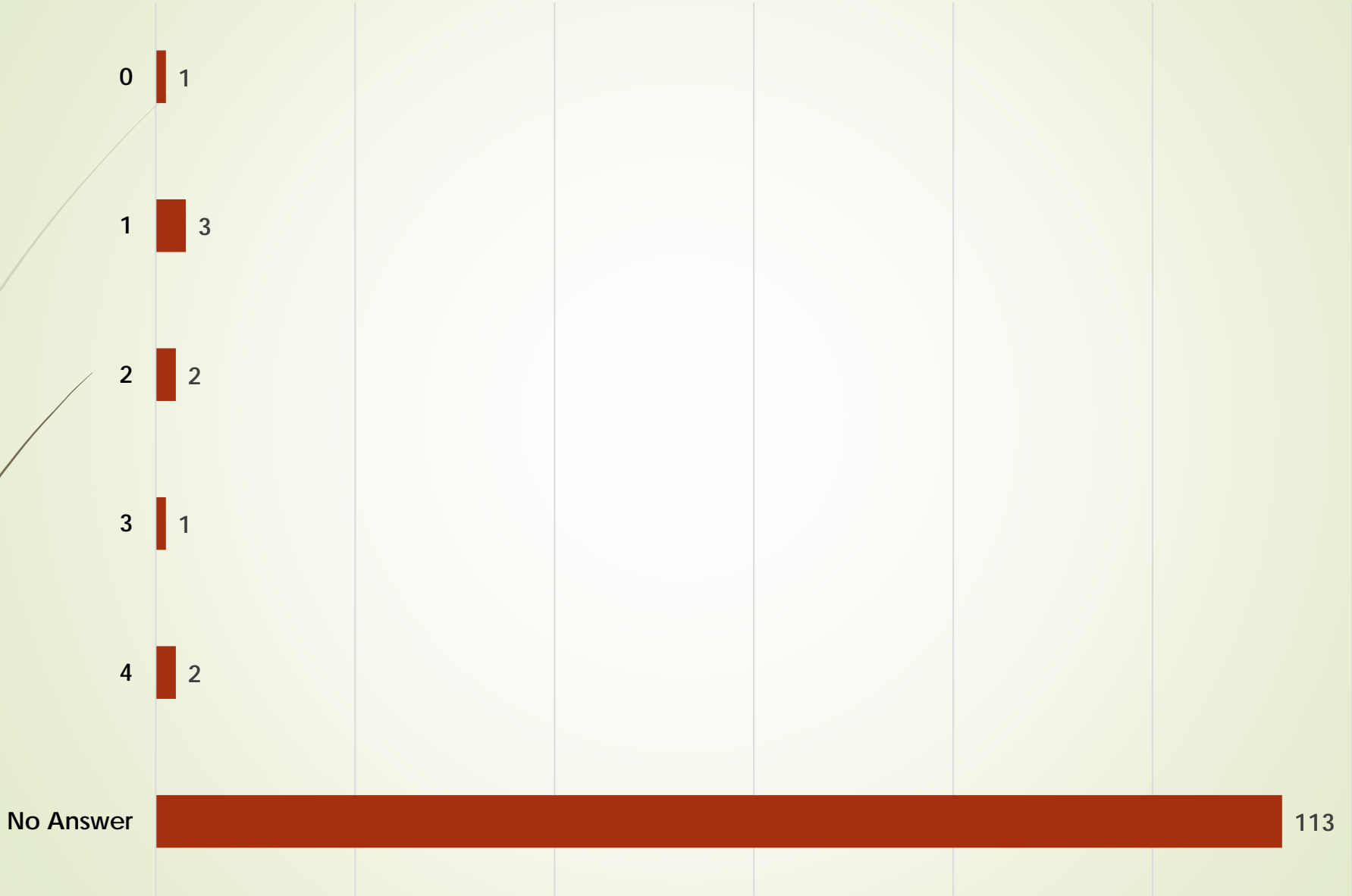




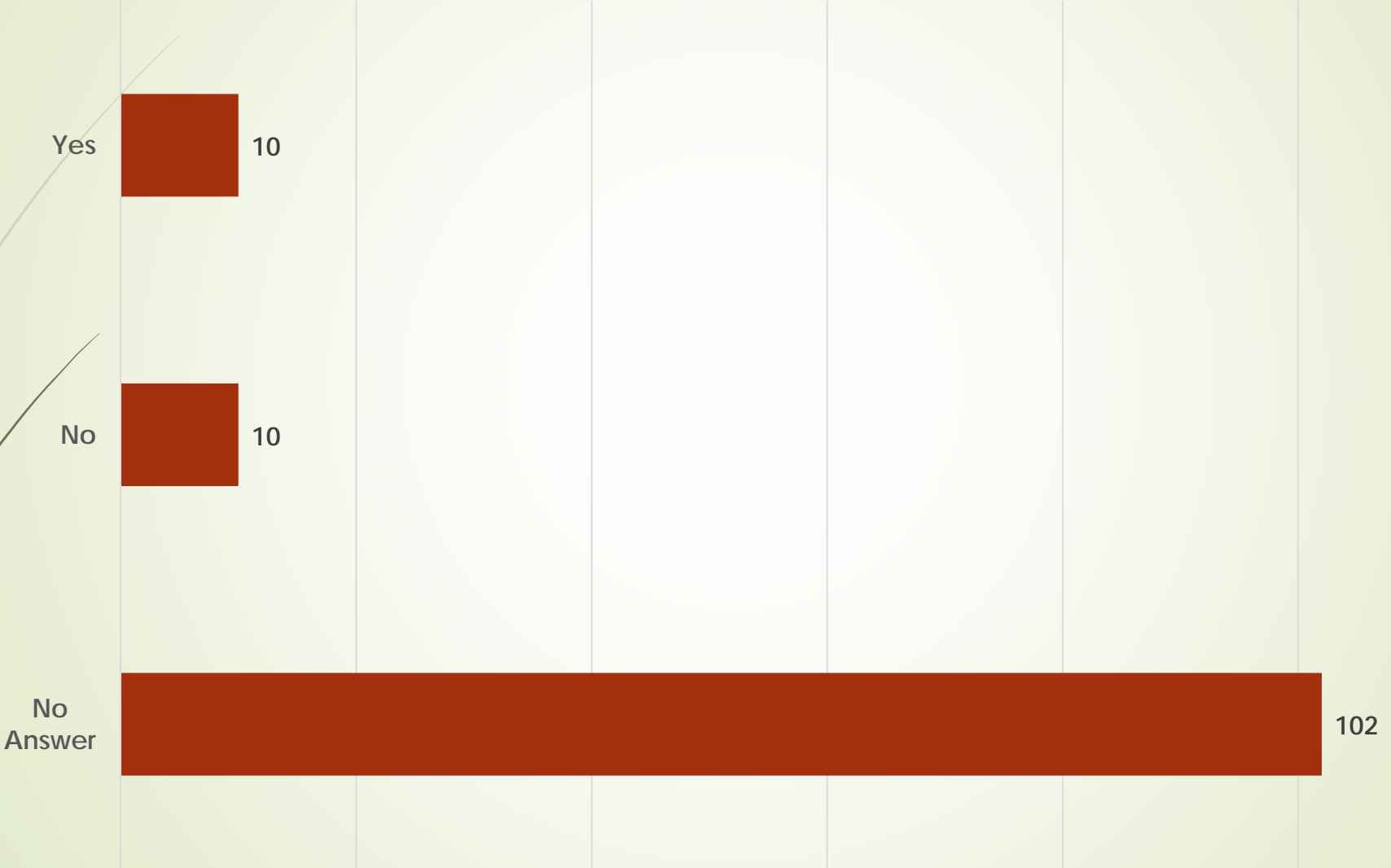
# If you are a director/owner, are you fully staffed?



# If not, how many openings do you have?



If you are a supervisor, is employee retention a challenge for your organization?



## **As a supervisor, what strategies do you use to retain employees?**

- Be very clear during the interview what our expectations are before offering the position and only hire fully qualified staff
- Being open, trying to honor time off, providing resources when I can. But we pay low because we cannot raise rates on parents.
- Building relationships, reflective supervision, support in the classroom and with families
- Compensation and benefit
- Family
- Flexible schedule and independence
- Flexible schedule, part time work available, ability for no cost of own children in center
- Flexible schedules, paid holidays and paid PTO
- I do site surveys and track ece site staff turnover and then target training and P.D opportunities to address areas with the highest turnover- currently highest turnover is at the teacher/director level
- Monthly staff meetings and trainings, open door policy for questions and concerns, giving in classroom support
- Pay/compensation and paid time off
- Positive work environment, flexibility and creative opportunity in curriculum development
- Sandwich method
- Team bonding and meetings with meals
- Team development, trainings and support professionally
- Treat people like people
- We work as a team

## Additional Comments related to your employment and the early learning system:

- 10th year working my learning center- Yup, I like it!
- As ece professionals gain higher education degrees they leave the ece field to attain higher wages and benefits- often to work in the k-12 environment. Funding/incentives should be available to pay teachers for attending professional development trainings.
- Currently, I am a graduate student at PSU to pursue an early intervention endorsement. There are children that need services but the established programs do not have funding/facilities to support their needs.
- I am frustrated by new regulations regarding sites. I have 12 years experience but it doesn't count because I am not considered education staff. Also, still making less per hour than when I was laid off from my last job 12 years ago. Need some way of testing out/demonstrating competency independent of training/education.
- I am so proud to work at our school. The leadership and focus on each child is really amazing to be a part of. Love my job!
- I am very fortunate to work for a high quality preschool program that now offers benefits and a living wage.
- I believe in what I do is very important for kids, families and communities. I wish the community would support and believe that what we do is more than babysitting.
- I find the ece community here often stagnant, elitist and exclusionary. We should be encouraging fresh modern ideas/educators and be more inclusive of differing models. We should encourage sites to work together and communicate, instead of isolating them. Teachers also need more input and power with administration.



## Additional Comments related to your employment and the early learning system:

- I love where I work and what I do!
- Lots of my time is spent volunteering for programs like Rogue Valley Farm 2 School, storytelling guild and north mountain park outdoor education.
- Lower paying jobs make it hard to pay for professional development
- More observation and assessment training. The pay available doesn't match the new requirements for college degrees.
- Need a pay raise
- Need additional staff in classrooms to support behavioral health
- Need higher compensation rates for early learning professionals
- Need higher salary
- Need more staff to support behavioral health
- Our agency struggles to find and keep quality people who want to work with children
- The need to be paid a living wage
- This school year, 18-19', we have been constantly short staffed. It is very stressful to be understaffed on a regular basis and is hard on children. My center has lost at least 5 staff just this school year. Something needs to change in order to maintain staffing.
- Under paid for taking care of infants and toddlers, ratios need restructuring
- Under paid, no benefits, ratio needs to be lower, mandatory classes we take should be compensated for
- We are losing great teachers in our field due to poor compensation, lack of mental health and behavioral support but most importantly we are losing them because they are in programs that stifle their creativity with curriculums that are not developmentally appropriate and lack creativity