

I. Background

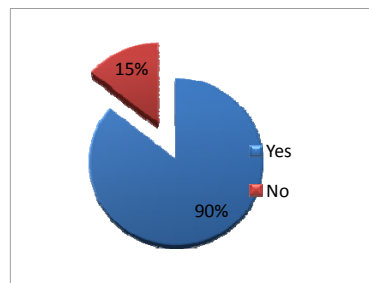
1. Master plan - 2008 to 2013
2. Required - every 5 yrs
3. Exciting opportunity
 - a. Reassess the county's child care need
 - b. Identify new strategies to meet them
4. Primary data gathering
 - a. Kim Stemler (Mindshop Unlimited)
 - b. MAOF - Monterey County Child Care Resource & Referral Agency
5. 2006 Retreat
 - a. Identified primary data needs
 - b. 25 data items (71 questions):
 - i. General Provider Info.
 - ii. Training Needs
 - iii. Parents
 - iv. Specific Quality Issue
6. Survey
 - a. Internet - Survey Monkey
 - b. Mail
 - c. Phone
7. Response: 63 complete responses
8. Planning information for future surveys
 - a. Too many questions
 - b. Difficult to reach center directors
 - c. Good to offer incentives (\$50 online/\$25 other)
 - d. On-line works for many
 - e. Need ongoing process for gathering/maintaining data
 - f. This data serves as baseline

II. Survey Findings

1. Centers that are part of a larger organization

2. Business Structure Types

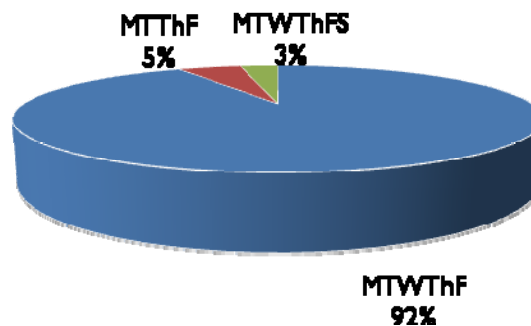
- | | |
|----------------------|------------|
| a. For-Profit | 11% |
| b. Non-Profit | 48% |
| c. School-District | 25% |
| d. College-Based | 6% |
| e. Head Start | 17% |
| f. Faith-Based | 8% |
| g. CDE | 25% |
| h. Migrant Seasonal | 14% |



3. Start Dates



4. Work Week



5. Operating Schedule & Size

Schedule	% of TTL	Slots	Avg. Capacity
Full Day	74%	2,915 slots (83%)	65
One Session Part Day	9%	83 slots (2%)	21
Two Sessions Per Day	20%	504 slots (14%)	42

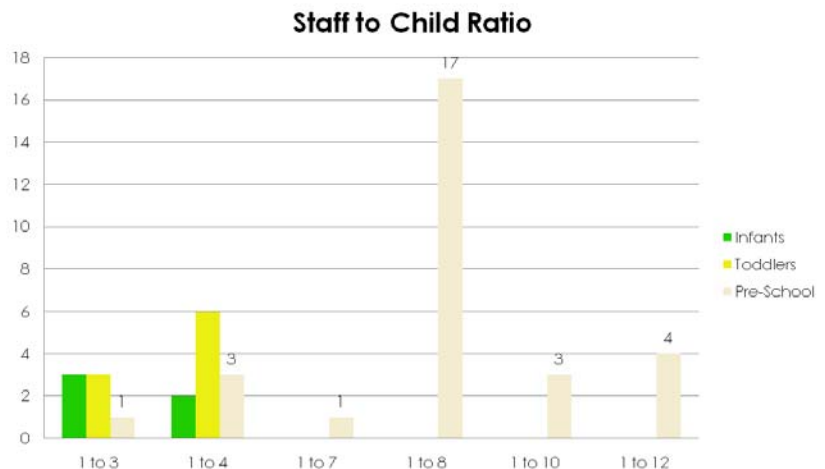
6. Licensed Capacity

a. Total licensed capacity reported-3,502

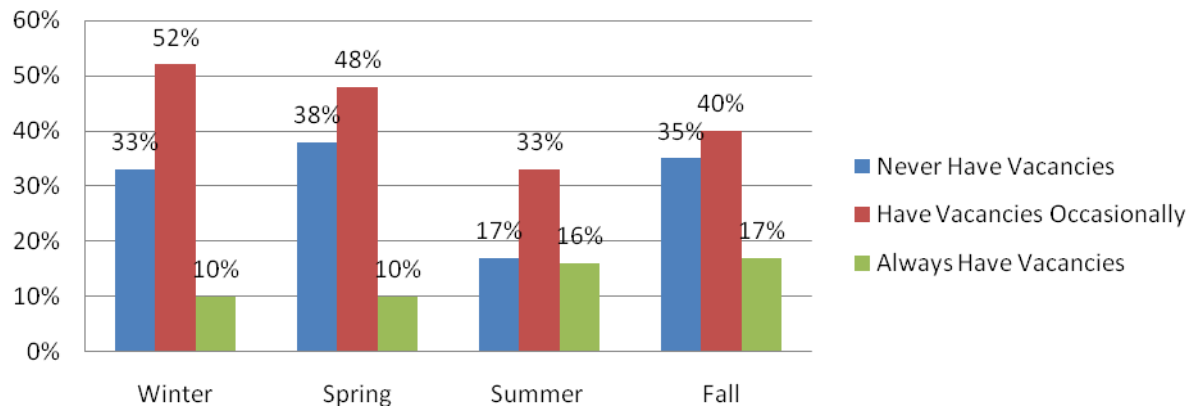
b. Between 12 to 359

c. Mean capacity 57

7. Staff to Child Ratio



8. Enrollment Patterns



9. Funding Sources

a. Tuition	41%
b. CDE Gnl. Child Care	16%
c. CDE (St) Preschool	30%
d. CalWORKS Subsidy	5%
e. AP Subsidy	8%
f. USDA Nutritional	29%
g. Federal	19%
h. Head Start	32%
i. Grants	13%
j. Other	17%

10. Accreditation

a. NAEYC	10%
b. NECPA	5%
c. Not Accredited	85%

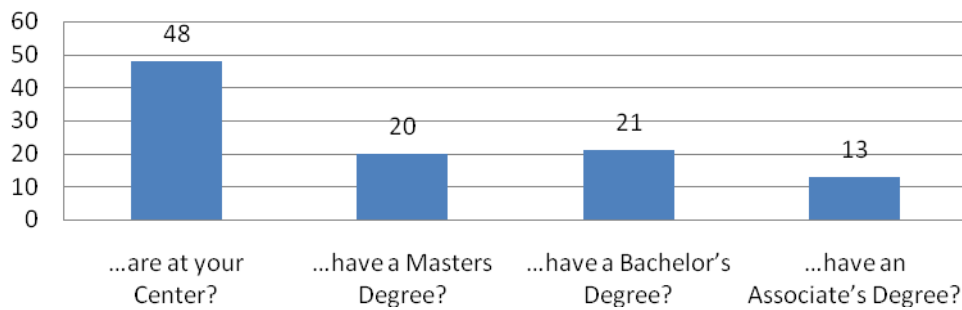
11. Want to learn more about accreditation?

a. Yes	57%
b. No	29%

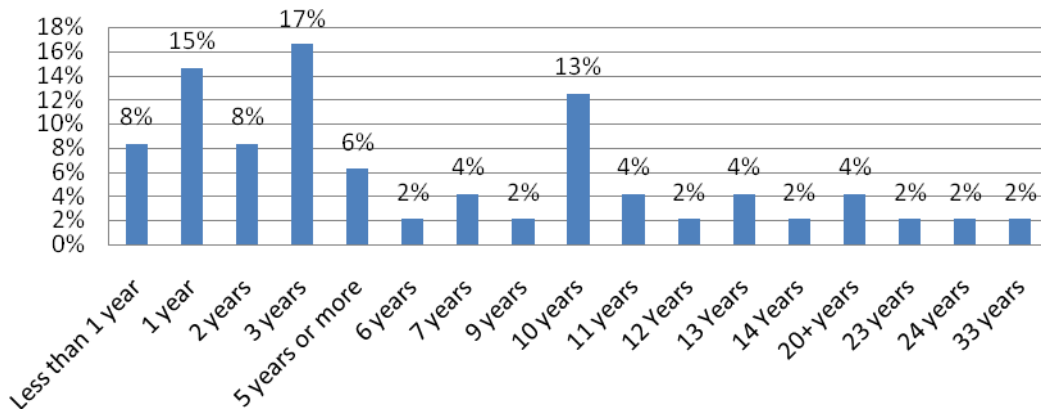
12. Benefits for FT Permanent Employees

a. Health Insurance	96%
b. Dental Insurance	82%
c. Life Insurance	57%
d. Retirement	71%
e. Vacation	78%
f. Sick Leave	96%
g. Education Reimb.	57%
h. Conference/Training	11%

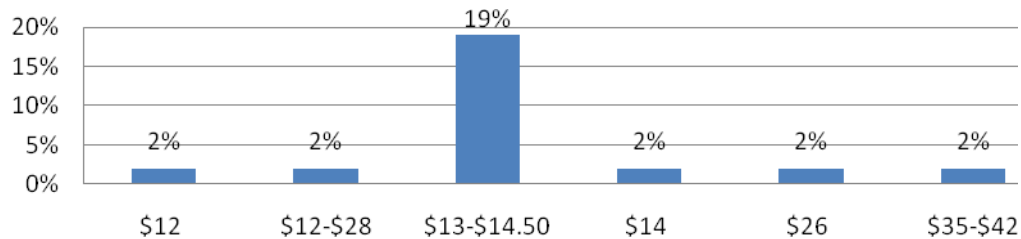
13. How Many Directors...



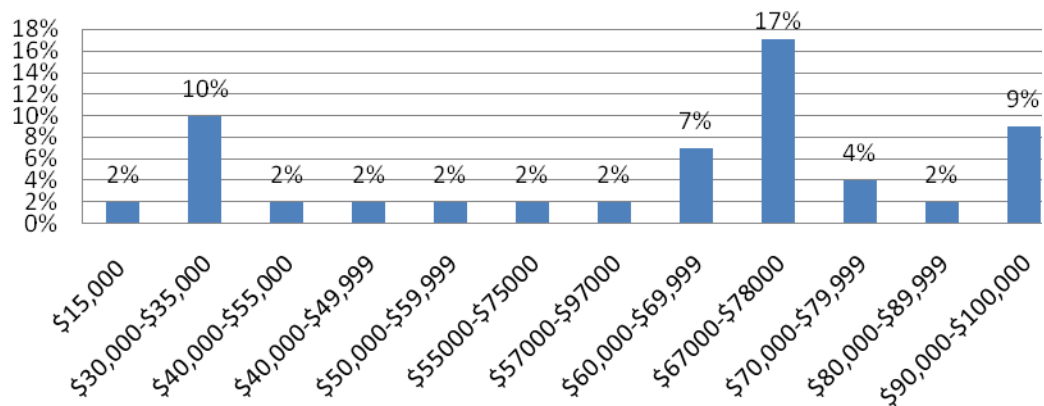
14. Directors – Length of Employment



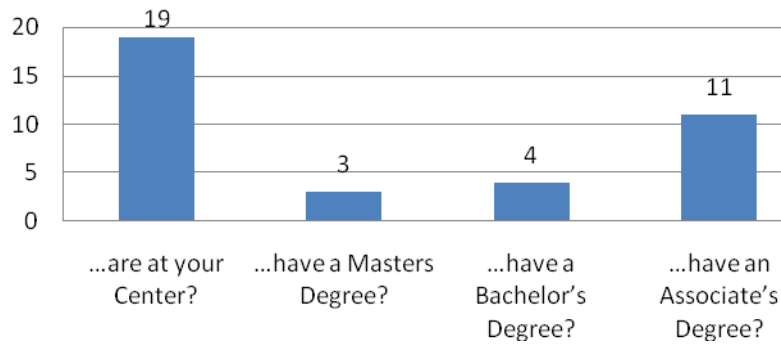
15. Directors - Hourly Wages



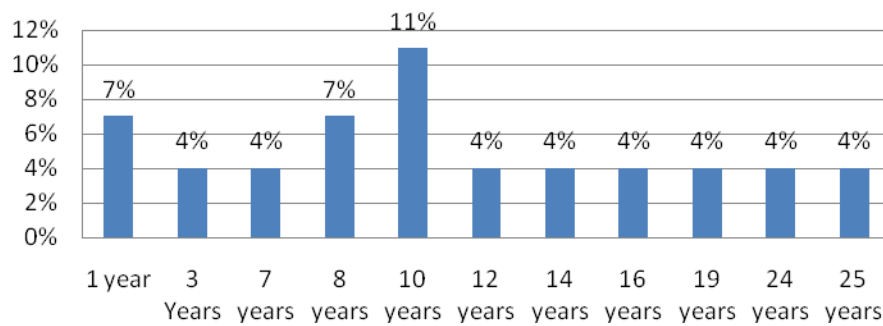
16. Directors -Annual Salaries



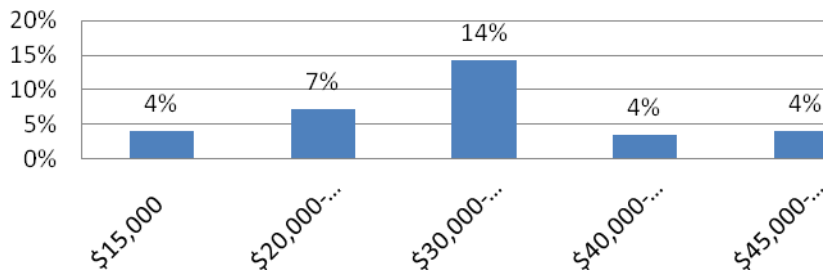
17. How Many Teacher Directors...



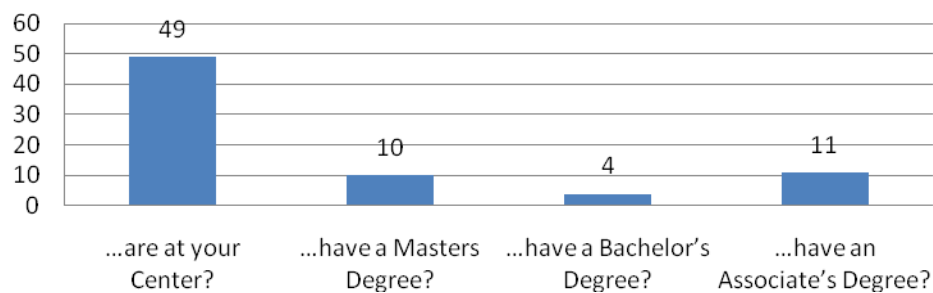
18. Teacher Directors – Employment Length



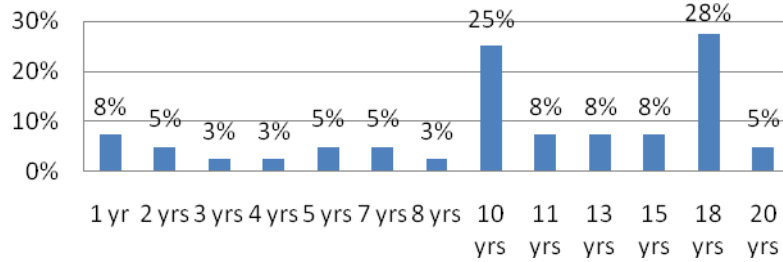
19. Teacher Directors – Annual Salaries



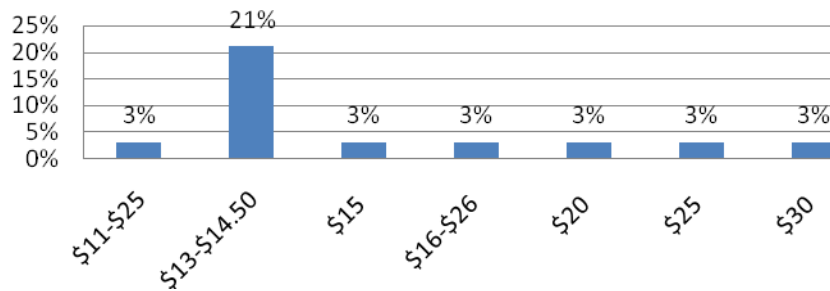
20. How Many Site Supervisors...



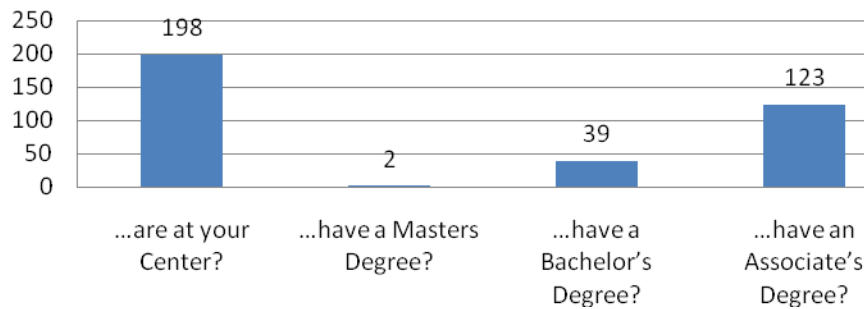
21. Site Supervisors - Employment Length



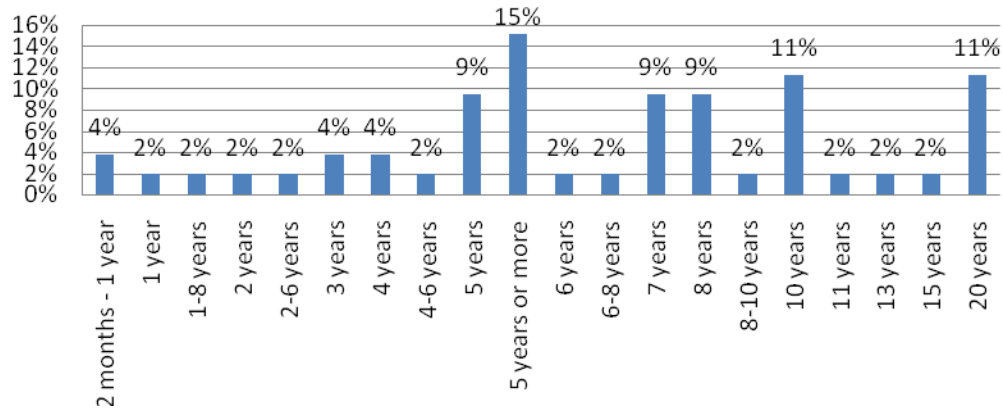
22. Site Supervisors – Hourly Wages



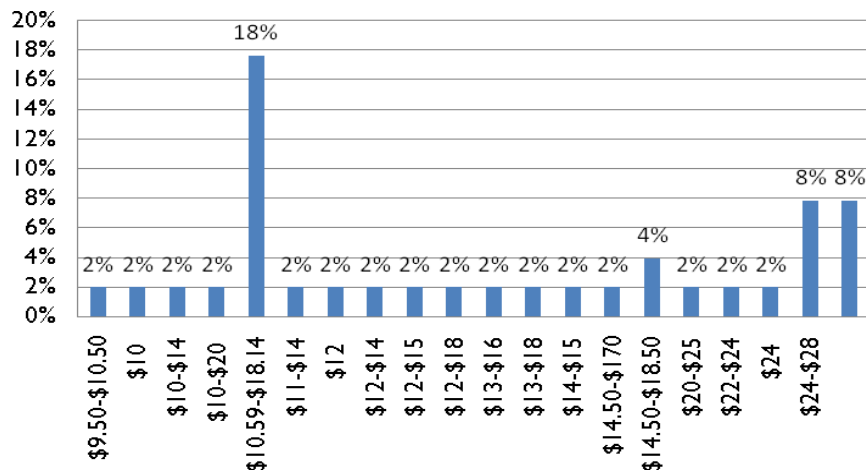
23. How Many Teachers...



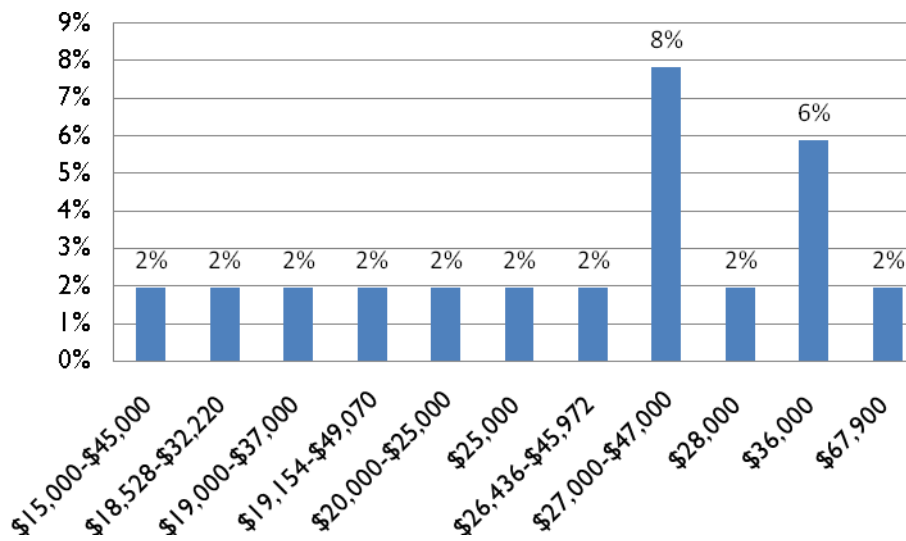
24. Teachers-Length of Employment



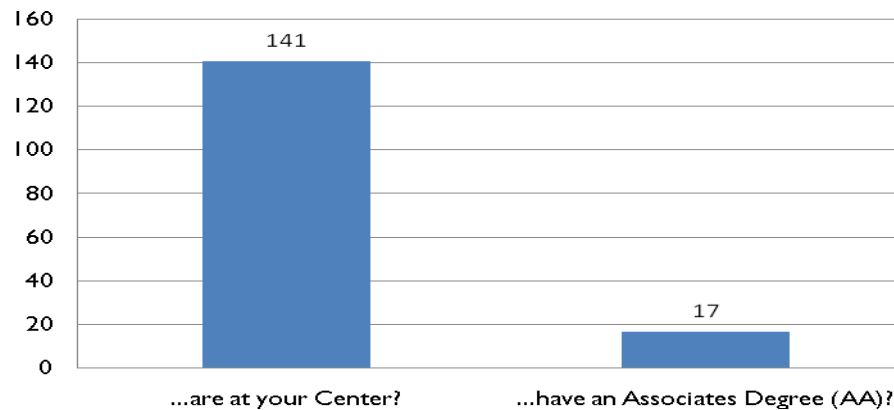
25. Teachers-Hourly Wages



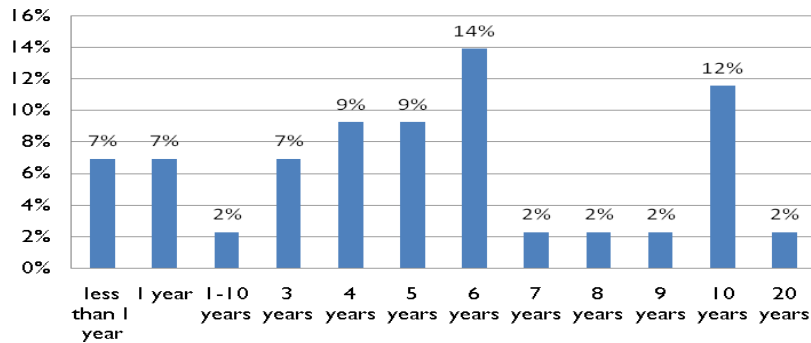
26. Teachers-Annual Salaries



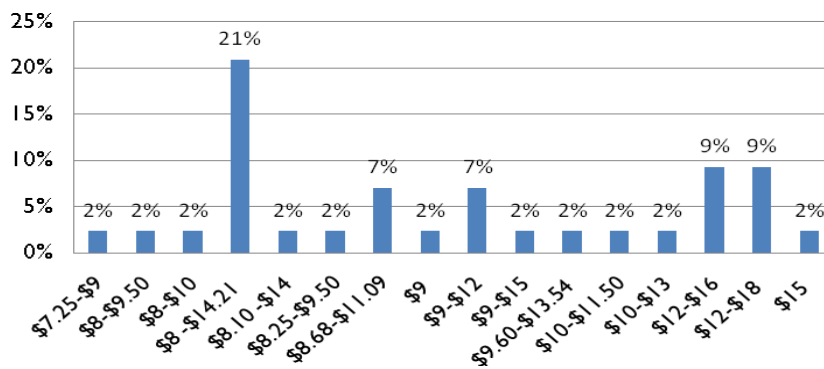
27. How Many Assistant Teachers...



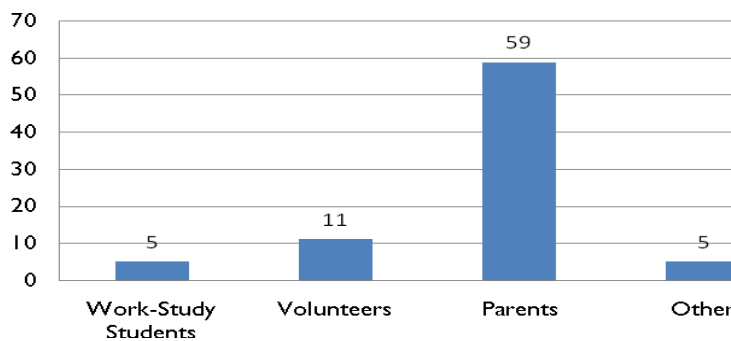
28. Assistant Teachers- Years Employed



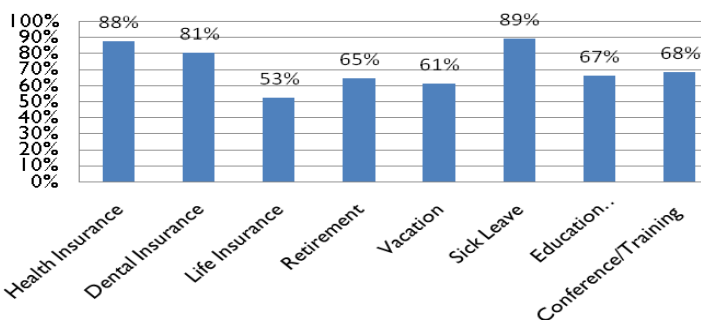
29. Assistant Teachers- Hourly Wages



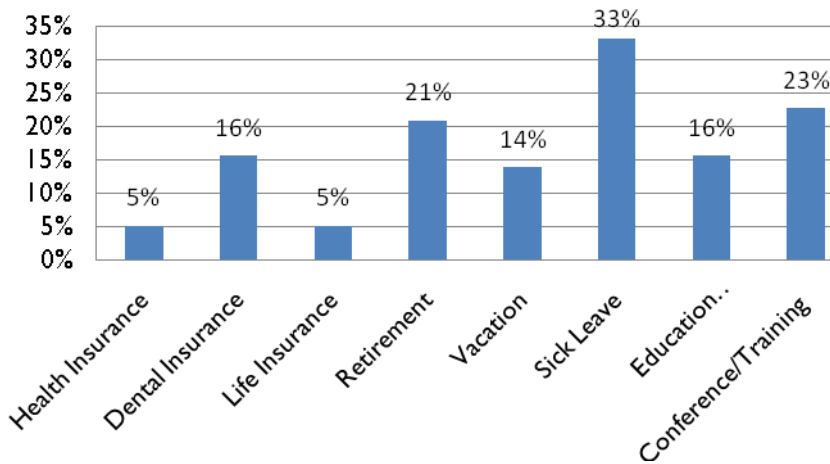
30. How Many Other Included in Staff-Child Ratio



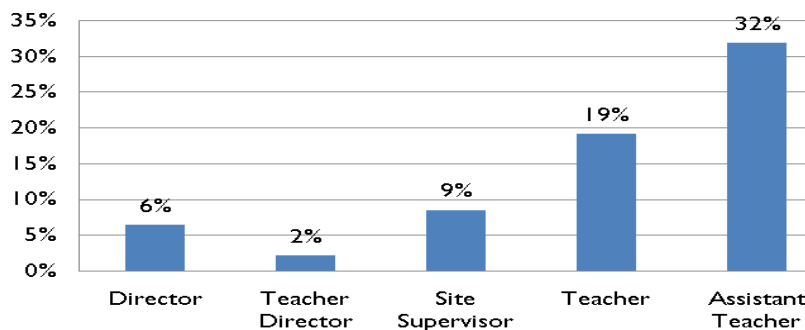
31. Benefits for FTE Permanent Employees



32. Benefits for PT Permanent Employees



33. Are you regularly seeking staff?



34. Does staff have other jobs?

- a. Director 6%
- b. Teacher Director 21%
- c. Teacher 12%
- d. Asst. Teacher 15%
 - i. Types: Housecleaning, Home Child Care, Sales/Retail, Catering, Gardening, College instructor, Teacher & /or Director of other program, Individual Music Teacher

35. Main Reasons for Other Job

- a. **Need the Money** 55%
- b. Personal/Prof. Enrichment 45%
- c. Other 11%

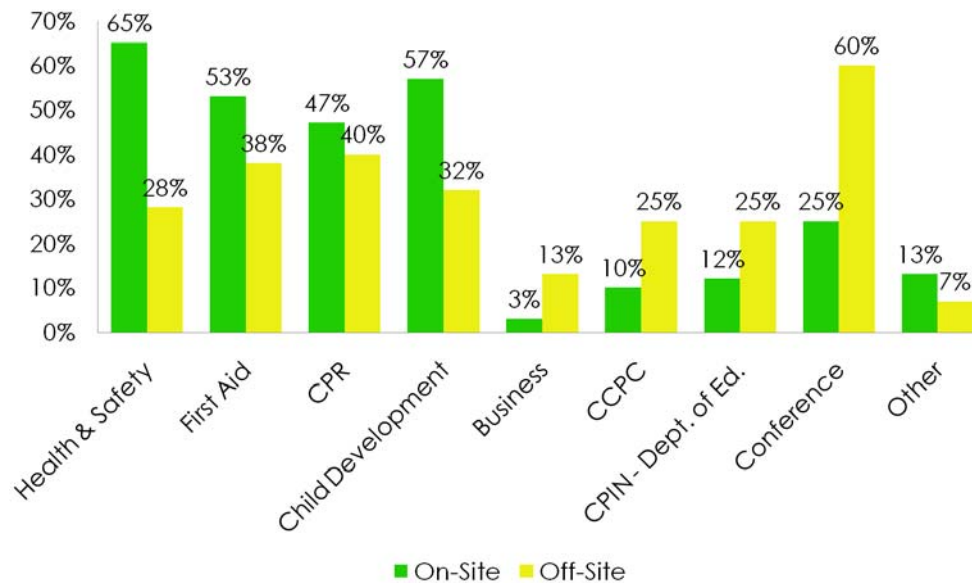
36. Staff Turnover Last 2 Years

- a. Directors 23%
- b. Teacher-Directors 16%
- c. Teachers 17%
- d. **Teacher-Assistance** 26%
 - i. Average turnover: 21% in 2 years

37. Other Employees

- a. Janitors:
 - i. **1 per center— 47%**
 - ii. 2 per center – 27%
- b. Cooks:
 - i. 1 per center – 18%
 - ii. 2 per center – 6%
- c. Administrative Assistants:
 - i. 1 per center – 14%
 - ii. 2 per center – 2%
 - iii. 3 per center – 10%

38. Staff Development



39. Willingness to host educational experiences

- a. Host a training at your site 67%
- b. Have a mentor teacher 59%
- c. **Have an outside evaluator 69%**
- d. Have specific trainings for staff 82%

40. College Staff Attends

- a. Cabrillo 12%
- b. CSUMB 2%
- c. **Hartnell 63%**
- d. MPC 21%

41. Do You Reward Professional Growth?

- a. Yes 70%
- b. How:
 - i. Raises/Bonuses/Stipends
 - ii. Pay for education

- iii. Flex time
 - iv. Tributes (flower, lunches, certificate)
 - v. Share books
42. *Barriers to Training*
- a. **Proximity / Distance** 22%
 - b. Money 20%
 - c. Time 13%
 - d. English 8%
 - e. Substitutes (no coverage) 6%
43. *Participation in CARES*
- a. Directors 40%
 - b. Teacher/Directors 26%
 - c. Master Teachers 47%
 - d. **Teachers** 83%
 - e. Assistant Teachers 50%
44. *Top 3 Reasons for Participation in CARES*
- a. Reason #1
 - i. **Money** 73%
 - ii. Motivation to get degree 20%
 - b. Reason #2
 - i. Money 18%
 - ii. More education/training 10%
 - c. Reason #3
 - i. More education/training 6%
 - ii. Money 4%
45. *Barriers to Participation in CARES*
- a. Reason #1
 - i. **Time– to complete forms, take classes...** 22%
 - ii. Don't meet requirements 11%
 - b. Reason #2
 - i. Time – to complete forms, take classes... 9%
 - ii. Taxable income 4%
 - c. Reason #3
 - i. Lack of CARES knowledge 4%
 - ii. Requirements confusing 4%
46. *How is Program's Success Measured?*
- a. ECERS 77%
 - b. CRDP 4%
 - c. Parent Surveys 77%
 - d. Staff Surveys 42%
 - e. **Self-Assessments** 82%
 - f. Other:

- i. Head Start instrument
 - ii. By Children
 - iii. Parent Feedback
- 47. *Kindergarten Transition*
 - a. 46% participate in formal Transition to Kindergarten Program
 - b. 21% don't because children live in diverse zip codes
 - c. 77% report relationship with local Kindergarten Teacher
- 48. *Kindergarten Transition Trainings Desired*
 - a. **Social/Emotional** 70%
 - b. Expressive/Receptive Lang. 68%
 - c. Approach to Learning & Cognition 64%
 - d. Phonological Awareness & Print Knowledge 60%
 - e. Math 64%
 - f. Physical Development 57%
- 49. *Transportation Provided*
 - a. 17% offer transportation
- 50. *Services Requested by Parents/Families Requests*
 - a. Child Care Subsidy 33%
 - b. **Special Needs** 65%
 - c. Literacy Classes 38%
 - d. ESL Classes 52%
 - e. Food Services 27%
 - f. **Parenting Classes** 75%
 - g. Housing 42%
 - h. Employment 35%
 - i. Citizenship 37%
 - j. **Mental Health/Counseling** 58%
 - k. *Family Violence* 38%
 - l. *Child Abuse* 29%
- 51. *Know Where to Refer...*
 - a. **Child Care Subsidy** 41%
 - b. Special Needs 63%
 - c. Literacy Classes 55%
 - d. ESL Classes 61%
 - e. **Food Services** 38%
 - f. Parenting Classes 57%
 - g. **Housing** 36%
 - h. Employment 46%
 - i. Citizenship 45%
 - j. Mental Health/Counseling 46%
 - k. Family Violence 43%
 - l. **Child Abuse** 41%
- 52. *Like to Know Referral for...*
 - a. Medical benefits
 - b. Clinics and agencies that speak Triqui and Mizteco dialects
 - c. Infant care
 - d. Medical health services

- e. Drug or alcohol abuse programs
- 53. *Best Way to Let Centers Know about New Services*
 - a. **E-mail** **66%**
 - b. Resource Book 59%
 - c. Website 21%
 - d. Class 17%
 - e. Other 7%
 - i. Mail
 - ii. Fax
 - iii. Join Soledad Collaboration
 - iv. Flyers to distribute to parents
- 54. *Child Abuse Reports*
 - a. Approximately 440 annually
 - b. Avg. 7.5 per Center annually
- 55. *Biggest Issues*
 - a. **Lack of Money** **20%**
 - b. Language 15%
 - i. Staff not speaking English 14%
 - 1. Everything has to be translated
 - 2. Don't understand developmentally appropriate practices & child development
 - ii. Parents who speak dialects, example, Triqui and Mizteco 1%
 - c. Not Enough Time 12%
 - i. To complete paperwork/assessments
 - ii. To work with other teachers
 - iii. For professional development
 - d. Special Needs 6%
 - i. More children w/speech delays & learning disabilities
 - ii. Need help finding child counselors
 - e. Sample Comments:
 - i. Tremendous amt of paperwork required & pressure staff feels to comply -takes time from the children
 - ii. So many program components that require our attn; feel overloaded; Juggling too many responsibilities & needs of the children and family members as well; Requires a lot of energy

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