

Career Ladder Project - Survey 1

1. WELCOME!

Welcome to the Career Ladder Project (CLP) Survey!

On April 21, 2010, First 5 California approved funding to develop a competencies-based career ladder for early care and education (ECE) professionals, in partnership with the California Department of Education Child Development Division (CDD), the Commission on Teacher Credentialing (CTC), and other stakeholders. This decision honors the past decade of research prescribing ECE professional development systems that are integrated, streamlined, and revamped to meet the needs of today's workforce.

The ECE field now has a unique opportunity to participate in the development of this ECE Career Ladder. The purpose of the Career Ladder Project (CLP) is to (1) gather input as broadly as possible from California's ECE field on the appropriate structure for an ECE Career Ladder; (2) identify the most relevant Career Ladder examples from other states; and (3) compile this input for the official entities responsible for developing an ECE Career Ladder. The purpose of the CLP is not to develop a Career Ladder, rather it is to identify issues that need further investigation, including areas of diverse and divergent opinions among sectors of the field. The CLP will supplement and enrich California's process for producing new ECE standards by gathering information proactively from the field and sharing it with state agencies as they begin to embark on the official task of developing an ECE Career Ladder.

A career ladder establishes a series of levels each with a defined set of requirements that identify an individual's level of achievement. Typically, a career ladder uses a combination of education, training, and work experience to determine a person's level. Creating a career ladder is crucial in developing a comprehensive professional development system in California. As you complete this survey you will have the opportunity to view career ladders from other states.

Important notes about this survey:

1. This survey is designed to take 10-15 minutes to complete.
2. Once you start, please answer all of the questions and complete the survey.
3. If you have trouble completing this survey, or if you have any questions, please email: epcinfo@gmail.com
4. Throughout the survey there are links to examples of career ladders from other states. Viewing these examples is optional.
5. When you click on a link to a career ladder, a new window will appear. If this does not happen, you may need to set your internet browser to accept pop-up windows.

The Early Childhood Professional Development and Education Collaborative (EPEC) is coordinating the CLP. EPEC is a group of individuals from community-based agencies, child care resource and referral agencies, local child care planning councils, First 5 Commissions, California community colleges and state universities. EPEC's objective is to strengthen the systems that promote ECE workforce development and higher education, with the goal of improving outcomes for young children in all of California's ECE settings.

EPEC would like to thank the David and Lucile Packard Foundation, the Center for the Study of Child Care Employment, and WestEd's E3 Institute for their support on this project.

PLEASE FORWARD THE LINK TO THIS SURVEY ON TO YOUR COLLEAGUES

Career Ladder Project - Survey 1

2. Who are you?

These questions will help the Career Ladder Project identify who in the ECE community has completed this survey.

* 1. What County do you work in?

2. Please check any roles you currently have in the early care education field (check all that apply):

☐ Work in child care center/preschool☐ Work in a family child care home☐ Community college faculty (full-time)☐ Community college faculty (part-time/adjunct)☐ CSU or UC faculty (full-time)☐ CSU or UC faculty (part-time/adjunct)☐ Private college faculty (full-time)☐ Private college faculty (part-time/adjunct)☐ Foundation staff☐ Researcher☐ First 5 staff☐ Resource and referral agency staff☐ Local Planning Council staff/coordinator☐ State organization staff (ex. CDTC, CAEYC, CECMP)☐ County Office of Education staff (includes CPIN)☐ Community-based organization staff☐ Policy/advocacy organization (ex. Preschool CA, Advancement Project, PreK Now)☐ Consultant☐ Other (please specify below)

Other (please specify)

Career Ladder Project - Survey 1

***3. If you currently work in a child care center/preschool or family child care home, which position best describes your role?**

- ☐ I do not currently work in a child care center/preschool or family child care home
- ☐ Family child care owner/provider
- ☐ Family child care assistant/aide
- ☐ Director/supervisor of multiple child care/preschool/Head Start (or program) sites
- ☐ Director/site supervisor (single site)
- ☐ Child care center assistant director
- ☐ Child care center teacher
- ☐ Child care center assistant/aide
- ☐ Other (specify below)

Other (please specify)

***4. Child Development Permits, issued by the CA Commission on Teacher Credentialing (CTC) to individuals working in settings for young children , are different than a child care license which is issued to a program or family child care home by the Department of Social Services. Child Development Permits are required for all staff who work in subsidized (Title 5) centers. Participants in local CARES programs are often required to have a Child Development Permit to receive a stipend. Have you ever been awarded a Child Development Permit? - [To see a copy of the Child Development Permit Matrix click here](#)**

- ☐ Yes
- ☐ No
- ☐ I am not sure

Career Ladder Project - Survey 1

3. Career Ladder Levels

In this survey we use the term "Levels" to describe the steps or tiers within a career ladder. States typically use a combination of education, training and work experience to determine a person's level on their career ladder. To see a sample from Alaska [click here](#) - The questions below will focus on how you think the levels in California's career ladder should be structured. PLEASE NOTE: several of the questions below use the term "non-credit training" this term refers to training that does not count for college units or credit.

***1. States vary in the number of levels included on their career ladder. Some states have a few levels (such as Illinois which has six levels) and other states have many levels (such as Connecticut which has 15). How many levels do you think California should have? To see the Illinois ladder [click here](#) - and then click on the "Career Lattice" link that appears on the web page. - [click here to see Connecticut's Career Ladder](#)**

- ☐ Less than six levels
- ☐ 6-10 levels
- ☐ More than 10 levels
- ☐ Undecided
- ☐ No Opinion

***2. In California, the Child Development Permit and licensing require early educators working in a child care center to have completed a certain number of ECE credits (units). The majority of career ladders in other states require a minimum number of non-credit training hours at the beginning levels (ex. Pennsylvania). Do you think the lowest levels of the California career ladder should begin with non-credit training hours? [click here to see Pennsylvania's career Ladder](#)**

- ☐ The CA career ladder should have non-credit training at the beginning level(s)
- ☐ The CA career ladder should NOT have non-credit training at the beginning level(s)
- ☐ Undecided
- ☐ No opinion

Career Ladder Project - Survey 1

***3. Some states only include one level for non-credit training (Illinois), while other states have included multiple levels (Alaska and Minnesota). If California decided to have non-credit training as part of the career ladder, how many levels should it include? To see the Illinois ladder [click here](#) - and then click on the "Career Lattice" link that appears on the web page. - [click here to see Alaska's Career Ladder](#) - [click here to see Minnesota's Career Ladder](#)**

- ☐ one level for non-credit training (Illinois)
- ☐ Several levels for non-credit training (Alaska & Minnesota)
- ☐ Undecided
- ☐ No opinion

***4. Several states that have included non-credit training in their career ladder have mandated that only certain state-approved training shall count towards these hours. If California included non-credit training in the career ladder, should only certain state-approved training be accepted towards these hours (this question assumes California would develop a system of approved training)?**

- ☐ Only state-approved non-credit training should count towards the career ladder
- ☐ Any existing non-credit training should count towards the career ladder
- ☐ Mix - at the lower levels any non-credit training should count, but as you go up in levels only state-approved non-credit training should be required
- ☐ Undecided
- ☐ No opinion

***5. States vary in what they require at the highest level of their career ladder from a bachelors degree to a doctorate. What do you think the highest level of the California career ladder should be (assume a major in ECE/CD or an approved number of ECE credits would be required for each degree listed below)?**

- ☐ Baccalaureate degree
- ☐ Master's degree
- ☐ Doctorate
- ☐ Undecided
- ☐ No opinion

Career Ladder Project - Survey 1

***6. The current California Child Development Permit Matrix requires ECE units and general education (GE) units beginning at the Teacher level. How important is it that general education courses be required in addition to ECE courses at levels on the career ladder below an associate degree? [click here to see the Child Development Permit Matrix](#)**

- ☐ Very important
☐ Somewhat important
☐ Not important
☐ Undecided
☐ No opinion

***7. What level of education/training do you think these common CENTER-BASED positions should have (assume that the training and degrees would have an early childhood focus or a certain number of ECE units)?**

	No degree but training required	No degree but ECE units required	Associate Degree	Baccalaureate Degree	Master's Degree	Doctorate
Assistant teacher	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teacher (supporting another teacher in the room)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lead Teacher	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Site Supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assistant Director	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Director	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multi-site Director	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***8. What level of education/training should be required for the following common FAMILY CHILD CARE positions?**

	No degree but training required	No degree but ECE units required	Associate Degree	Baccalaureate Degree	Master's Degree	Doctorate
Assistant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Owner/provider	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Career Ladder Project - Survey 1

4. Requirements for California's career ladder

The questions below address requirements for the California career ladder.

***1. Currently in California there are different requirements for staff working in center-based and family child care programs. For example, under existing licensing standards, a center-based teacher needs a minimum of 12 ECE units to teach in a classroom and a family child care teacher needs 15 hours of health & safety training. Do you think the California career ladder should have the same requirements for center-based and family child care providers?**

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ Undecided
- ☐ No opinion

***2. Several states have included work experience requirements into their career ladder (Louisiana). The current California Child Development Permit has a work experience requirement for all levels except the Assistant Teacher. How important do you think it is for California's career ladder have a work experience requirement at the levels below? [click here to see Louisiana's career Ladder](#) - [click here to see the Child Development Permit Matrix](#)**

	Not important - no work requirement needed	Somewhat important	Very important
Entry levels (assistant teachers)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mid-levels (teacher/Family child care provider)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Higher levels (Assistant Director/Director)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Career Ladder Project - Survey 1

5. Final Thoughts and Suggestions

This section is for survey participants to provide feedback and make suggestions. In September, there will be a second online survey to gather additional input from the field.

***1. Did this survey, and the career ladder examples provided in it, help you to think more about what a career ladder should look like in California?**

- ☐ Yes, this survey was very helpful in thinking about a California career ladder
- ☐ Yes, this survey was somewhat helpful in thinking about a California career ladder
- ☐ No, this survey was not helpful in thinking about a California career ladder
- ☐ Undecided
- ☐ No opinion

2. What questions would you like to suggest for the second survey?

3. Is there a career ladder(s) from another state(s), or a sample career ladder developed by an organization/agency in California, that you think would be a good example for California that we should highlight in the next survey?

4. Do have any other comments or questions?

Career Ladder Project - Survey 1

5. The following information is optional. If you want to make sure you receive the second Career Ladder Survey in September, please put in your email address.

Name:

Employer:

Email Address:

THANK YOU FOR COMPLETING THIS SURVEY!

The second Career Ladder Project Survey will be coming in September and will incorporate responses from this survey (and community meetings) and focus more on specific career ladder options for California. It will also include an extended section where you can provide your thoughts in an open format. If you have any questions about this survey or the Career Ladder Project please email epecinfo@gmail.com.

Career Ladder Project - Survey 2

1. WELCOME!

Welcome to the SECOND - Career Ladder Project (CLP) Survey!

Dear Stakeholders,

This is the second Career Ladder Project Survey. Over 2,200 respondents completed the first Survey in July 2010. This second survey is designed to gather additional information on developing a career ladder in California. We encourage you to complete this survey even if you did not complete the first survey.

The early care and education (ECE) field is rapidly evolving across the country. As the ECE system in California continues to develop there will be changes that will have a significant impact on regulations, funding and professional development. At the end of this survey you will find a series of links to websites that will help you stay informed about what is happening in California and across the country. Many of you may already know about these sites, but for those of you who do not, we hope you will take a minute to click on these links and bookmark them so you can visit them when you have time.

A few notes about taking this survey:

1. This survey should take 10-15 minutes to complete.
2. Once you start, please answer all of the questions and complete the survey.
3. If you have trouble completing this survey, or if you have any questions, please email: epcinfo@gmail.com.
4. When you click on a link in this survey, a new window will appear. If this does not happen, you may need to set your internet browser to allow pop-up windows.
5. Some questions will ask you to provide written comments. Your comments may be quoted directly in the final report, but no personal identifiers will be included in the quotes.

To begin this survey click the "next" button at the bottom of the page.

A note about compensation:

In the first CLP survey a large number of respondents discussed the need for improving compensation in the ECE field. The critical need to provide financial supports and increased compensation to encourage people to advance on a career ladder was well documented. This will be reflected in the final report. This survey does not contain any specific questions about compensation but you may add your thoughts on this issue in the final comments section at the end of the survey. These comments will be quoted in the appendix of the final report.

Background on this project:

The Early Childhood Professional Development and Education Collaborative (EPEC) is coordinating the Career Ladder Project (CLP). EPEC is a group of individuals from community-based agencies, child care resource and referral agencies, local child care planning councils, First 5 Commissions, California community colleges and state universities. EPEC's objective is to strengthen the systems that promote ECE workforce development and higher education, with the goal of improving outcomes for young children in all of California's ECE settings.

EPEC would like to thank the David and Lucile Packard Foundation, the Center for the Study of Child Care Employment, and the WestEd E3 Institute for their support on this project.

PLEASE FORWARD THE LINK TO THIS SURVEY ON TO YOUR FRIENDS & COLLEAGUES

Career Ladder Project - Survey 2

2. Who are you?

These questions will help the Career Ladder Project identify who has completed this survey.

*1. Did you complete the first Career Ladder Project Survey?

- ☐ Yes
☐ No
☐ I do not know

*2. What county do you work in?

3. Please check any roles you currently have in the early care and education field (check all that apply):

- | | |
|--|---|
| <input type="checkbox"/> Work in child care center/preschool | <input type="checkbox"/> First 5 staff |
| <input type="checkbox"/> Work in a family child care home | <input type="checkbox"/> Resource and referral agency staff |
| <input type="checkbox"/> Community college faculty (full-time) | <input type="checkbox"/> Local Planning Council staff/coordinator |
| <input type="checkbox"/> Community college faculty (part-time/adjunct) | <input type="checkbox"/> City/County staff |
| <input type="checkbox"/> CSU or UC faculty (full-time) | <input type="checkbox"/> State organization staff (ex. CDTC, CAEYC, CECMP) |
| <input type="checkbox"/> CSU or UC faculty (part-time/adjunct) | <input type="checkbox"/> County Office of Education staff (includes CPIN) |
| <input type="checkbox"/> Private college faculty (full-time) | <input type="checkbox"/> Community-based organization staff |
| <input type="checkbox"/> Private college faculty (part-time/adjunct) | <input type="checkbox"/> Policy/advocacy organization (ex. Preschool CA, Advancement Project, PreK Now) |
| <input type="checkbox"/> Foundation staff | <input type="checkbox"/> Consultant |
| <input type="checkbox"/> Researcher | <input type="checkbox"/> Other (please specify below) |

Other (please specify)

Career Ladder Project - Survey 2

*** 4. If you currently work in a child care center/preschool or family child care home, which position best describes your role?**

- ☐ I do not currently work in a child care center/preschool or family child care home
- ☐ Family child care owner/provider
- ☐ Family child care assistant/aide
- ☐ Director/supervisor of multiple child care/preschool/Head Start (or program) sites
- ☐ Director/site supervisor (single site)
- ☐ Child care center assistant director
- ☐ Child care center teacher or lead teacher
- ☐ Child care center assistant/aide
- ☐ Other (specify below)

Other (please specify)

*** 5. In order to analyze some of the questions on this survey respondents will need to be placed into one of eight categories. We understand this may be a difficult choice, but which of the following best represents the primary way you define your role in the field.**

- ☐ Center-based early educator on-the-floor staff (assistant, aide, teacher, etc.)
- ☐ Center-based administrator/director (assistant director, site supervisor, director, multi-site director)
- ☐ Family child care provider/staff
- ☐ Community college faculty
- ☐ 4-year college faculty (CSU, UC, Private college)
- ☐ City/County/regional agency staff (R&R, LPC, First 5, etc.)
- ☐ State agency staff
- ☐ Other

Career Ladder Project - Survey 2

3. Survey 1 Follow up questions

The following questions are designed to gather additional information on questions asked in the first CLP Survey. Even if you did not complete the first survey, you can still answer these questions.

*** 1. In the first CLP Survey we asked if people think the California career ladder should begin with non-credit training hours. We defined non-credit training as training that does not count for college units or credit. The responses from the first survey were evenly divided so we need to identify how strongly people feel about this issue. Do you think the career ladder should begin with non-credit training hours? To view a career ladder that does include non-credit training hours [click here to see Connecticut's Career Ladder](#)**

- ☐ Yes - Strongly agree
- ☐ Yes - Agree
- ☐ Undecided
- ☐ No - Disagree
- ☐ No - Strongly disagree
- ☐ No opinion

Please include any specific thoughts you have on this issue. Your response will be quoted in the appendix of the final report.

*** 2. In the first survey we asked if the career ladder should have the same requirements for center-based and family child care providers. Several people suggested that we should have included an option where some levels of the career ladder are the same for family child care and center-based providers, while other levels are different. Please indicate which option you prefer from the list below:**

- ☐ The requirements should be same at the beginning levels of the career ladder, but different at the higher levels
- ☐ The requirements should be the same at the higher levels of the career ladder, but different at the beginning levels
- ☐ The requirements should be the same at all levels
- ☐ The requirements should be different at all levels
- ☐ Undecided
- ☐ No opinion

Career Ladder Project - Survey 2

***3. An issue raised in the comments section of the first survey was that education and training should not be the only way to verify a provider's skills and abilities. Do you believe that California should develop a way of assessing a provider's ability to determine their placement on the career ladder as an alternative option to meeting specific educational/training requirements?**

- ☐ Yes - Strongly agree
- ☐ Yes - Agree
- ☐ Undecided
- ☐ No - Disagree
- ☐ No - Strongly disagree
- ☐ No opinion

***4. In the first CLP survey a significant number of people commented on the need to formally recognize a provider's years in the field and experience when determining their level on the career ladder. Others believed that only completed education and training should be considered.**

How strongly do you feel that California should develop a system to formally recognize a provider's years in the field and experience as part of its career ladder?

- ☐ Yes - Strongly agree
- ☐ Yes - Agree
- ☐ Undecided
- ☐ No - Disagree
- ☐ No - Strongly disagree
- ☐ No opinion

Career Ladder Project - Survey 2

***5. At one point on a career ladder people are required to complete a certain number of ECE units. What is an appropriate number of ECE units as a starting point for practitioners?**

- ☐ Less than 12 ECE units
- ☐ 12 ECE units
- ☐ More than 12 ECE units
- ☐ Undecided
- ☐ No opinion

6. Please provide any additional thoughts you have about developing a career ladder in California. Your response to this question will be quoted in the appendix of the final report on the Career Ladder Project. This report will be made available to the public and distributed to a wide variety of state agencies and groups. No personal information or identifiers will be included in the report.

Career Ladder Project - Survey 2

4. Contact Information and Useful Links

1. The following information is optional. If you want to make sure you receive a copy of the Career Ladder Project's Final Report, please put in your email address.

Name:	<input type="text"/>
Employer:	<input type="text"/>
Email Address:	<input type="text"/>

2. Would you like to continue to receive email updates from EPEC about the development of a career ladder in California and other professional development information?

- ☐ Yes
- ☐ No - please remove my email from your records after sending me the final report

THANK YOU FOR COMPLETING THE SECOND SURVEY OF THE CAREER LADDER PROJECT!

If you have any questions about this survey or the Career Ladder Project please email: epcinfo@gmail.com.

Please review the information and links below if you want to learn more about what is happening in the ECE field.

The Center for the Study of Child Care Employment has a number of reports and policy briefs about the early care and education field. Many of these focus specifically on California. To learn more about the Center for the Study of Child Care Employment [click here](#).

California is currently developing a Quality Rating and Improvement System. To learn more about this process [click here](#).

California recently created an Early Learning Advisory Council. To learn more about this advisory council and how it will be helping define the future policy direction for early learning in California [click here](#).

The California Department of Education's Child Development Division has developed a wide variety of resources for the ECE community. These resources include items such as: the Preschool Learning Foundations, Infant/Toddler Learning and Development Foundations and Preschool English Learners: Principles and Practices to Promote Language, Literacy, and Learning. To look at these resources [click here](#) - Please note many of the resources are located at the bottom of this web page.