


































Career Ladder Project - Survey 1

1. What County do you work in?		
	Response Percent	Response Count
Alameda County 	9.0%	233
Alpine County	0.0%	0
Amador County 	0.6%	16
Butte County 	0.7%	19
Calaveras County 	0.2%	5
Colusa County 	0.7%	18
Contra Costa County 	3.1%	81
Del Norte County 	0.2%	6
El Dorado County 	0.5%	13
Fresno County 	2.2%	57
Glenn County 	0.1%	3
Humboldt County 	1.8%	47
Imperial County 	0.2%	5
Inyo County	0.0%	0
Kern County 	1.6%	40
Kings County 	0.1%	2
Lake County 	0.3%	7
Lassen County 	0.1%	2
Los Angeles County 	16.1%	416
Madera County 	0.3%	8
Marin County 	1.0%	27
Mariposa County	0.0%	0
Mendocino County 	0.4%	11

Merced County		1.6%	41
Modoc County		0.2%	4
Mono County		0.0%	1
Monterey County		1.1%	28
Napa County		1.0%	27
Nevada County		0.2%	4
Orange County		4.2%	109
Placer County		0.3%	8
Plumas County		0.2%	5
Riverside County		1.6%	40
Sacramento County		5.5%	143
San Benito County		0.3%	9
San Bernardino County		4.4%	114
San Diego County		3.6%	92
San Francisco County		5.4%	140
San Joaquin County		0.8%	21
San Luis Obispo County		0.4%	10
San Mateo County		3.1%	81
Santa Barbara County		3.0%	77
Santa Clara County		8.6%	222
Santa Cruz County		1.1%	29
Shasta County		0.6%	15
Sierra County		0.1%	2
Siskiyou County		0.5%	13
Solano County		2.1%	55
Sonoma County		4.7%	121
Stanislaus County		1.2%	30
Sutter County		0.2%	4

Tehama County	<input type="checkbox"/>	0.6%	15
Trinity County	<input type="checkbox"/>	0.0%	0
Tulare County	<input type="checkbox"/>	0.5%	14
Tuolumne County	<input type="checkbox"/>	0.3%	7
Ventura County	<input type="checkbox"/>	1.7%	44
Yolo County	<input type="checkbox"/>	1.0%	27
Yuba County	<input type="checkbox"/>	0.4%	10
<i>answered question</i>			2,578
<i>skipped question</i>			7

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

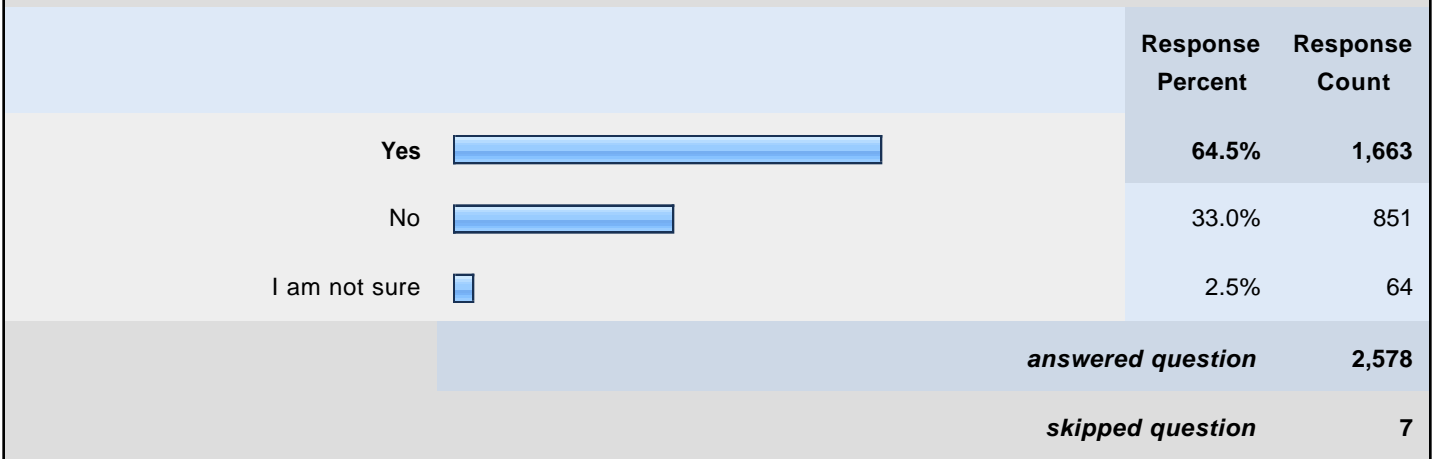
	Response Percent	Response Count
Work in child care center/preschool	56.8%	1,422
Work in a family child care home	13.8%	345
Community college faculty (full-time)	5.2%	131
Community college faculty (part-time/adjunct)	8.3%	208
CSU or UC faculty (full-time)	1.2%	29
CSU or UC faculty (part-time/adjunct)	2.5%	63
Private college faculty (full-time)	0.4%	11
Private college faculty (part-time/adjunct)	1.6%	40
Foundation staff	1.1%	27
Researcher	2.3%	58
First 5 staff	3.5%	87
Resource and referral agency staff	5.3%	132
Local Planning Council staff/coordinator	2.5%	63
State organization staff (ex. CDTC, CAEYC, CECMP)	1.5%	37
County Office of Education staff (includes CPIN)	6.0%	150
Community-based organization staff	6.6%	166
Policy/advocacy organization (ex. Preschool CA, Advancement Project, PreK Now)	1.9%	47
Consultant	10.8%	271

Other (please specify below)	13.6%	341
Other (please specify)		532
	answered question	2,504
	skipped question	81






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

	Response Percent	Response Count
I do not currently work in a child care center/preschool or family child care home	26.0%	670
Family child care owner/provider	11.6%	299
Family child care assistant/aide	0.5%	12
Director/supervisor of multiple child care/preschool/Head Start (or program) sites	12.5%	323
Director/site supervisor (single site)	18.7%	481
Child care center assistant director	2.0%	51
Child care center teacher	17.2%	443
Child care center assistant/aide	2.4%	62
Other (specify below)	9.2%	237
Other (please specify)		340
	answered question	2,578
	skipped question	7

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](#)



5. 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](#)

	Response Percent	Response Count
Less than six levels 	20.6%	453
6-10 levels 	55.9%	1,227
More than 10 levels 	7.2%	158
Undecided 	10.3%	227
No Opinion 	5.9%	130
<i>answered question</i>		2,195
<i>skipped question</i>		390


6. 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](#)

	Response Percent	Response Count
The CA career ladder should have non-credit training at the beginning level(s)	42.6%	934
The CA career ladder should NOT have non-credit training at the beginning level(s)	42.3%	929
Undecided	11.7%	256
No opinion	3.5%	76
answered question		2,195
skipped question		390

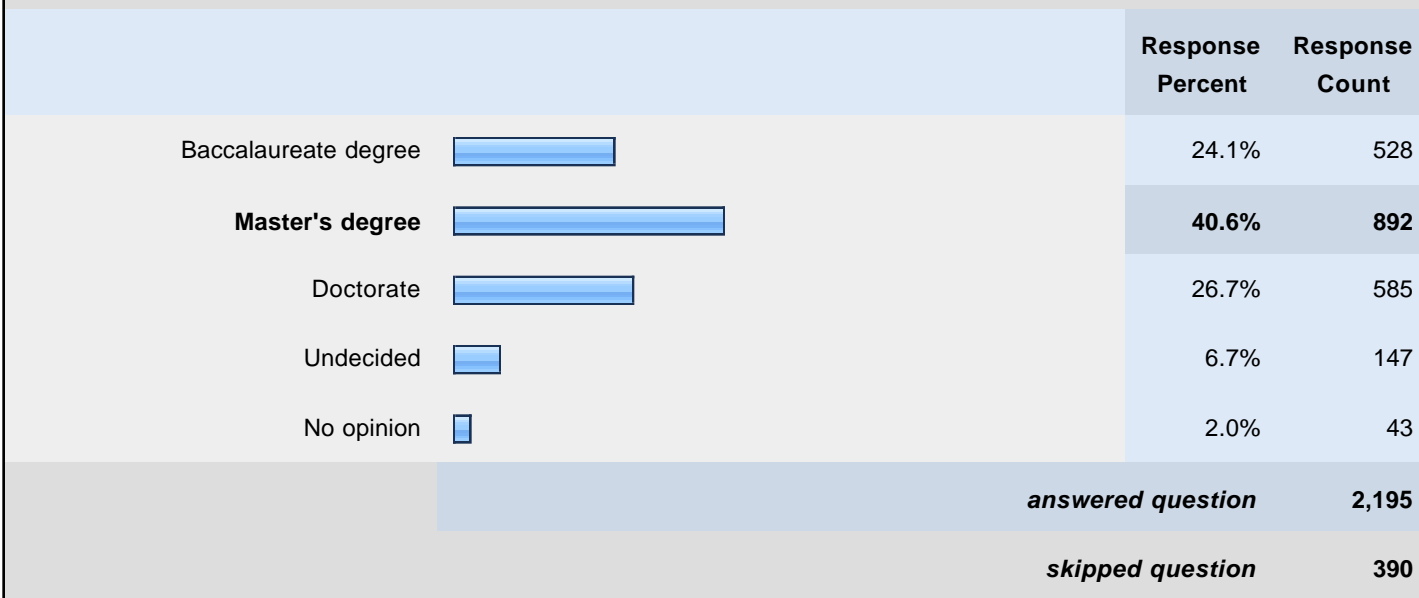
7. Some states only include one level for non-credit training (Illinois), while other states have included multiple levels (Alaska and Minnesota). If California decided to have non-credit training as part of the career ladder, how many levels should it include? To see the Illinois ladder [click here](#) - 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](#)

		Response Percent	Response Count
one level for non-credit training (Illinois)		54.8%	1,203
Several levels for non-credit training (Alaska & Minnesota)		20.5%	451
Undecided		16.6%	365
No opinion		8.0%	176
		answered question	2,195
		skipped question	390

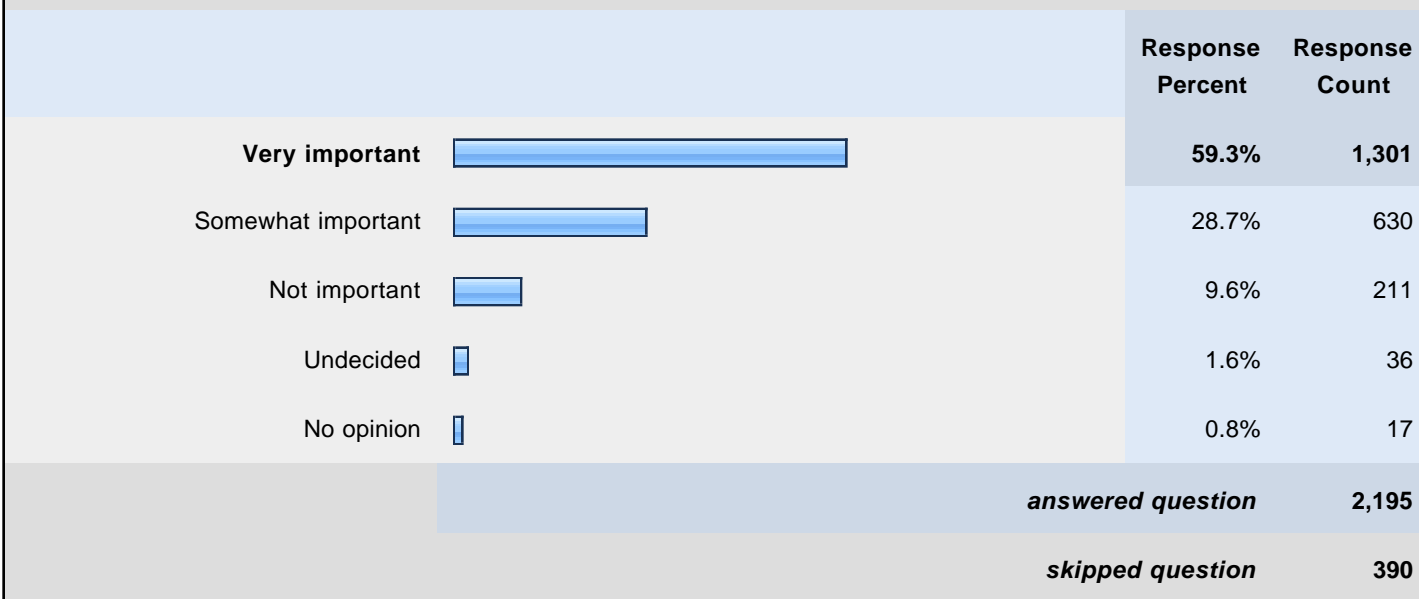
8. Several states that have included non-credit training in their career ladder have mandated that only certain state-approved training shall count towards these hours. If California included non-credit training in the career ladder, should only certain state-approved training be accepted towards these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

	Response Percent	Response Count
Only state-approved non-credit training should count towards the career ladder 	44.8%	984
Any existing non-credit training should count towards the career ladder 	15.5%	341
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 	27.7%	608
Undecided 	8.6%	188
No opinion 	3.4%	74
<i>answered question</i>		2,195
<i>skipped question</i>		390

9. 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)?



10. 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](#)



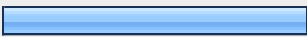
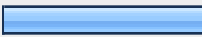




11. What level of education/training do you think these common CENTER-BASED positions should have (assume that the training and degrees would have an early childhood focus or a certain number of ECE units)?

	No degree but training required	No degree but ECE units required	Associate Degree	Baccalaureate Degree	Master's Degree	Doctorate	Response Count
Assistant teacher	18.0% (393)	59.1% (1,291)	21.3% (465)	1.5% (32)	0.1% (2)	0.0% (0)	2,1
Teacher (supporting another teacher in the room)	1.0% (22)	30.9% (669)	50.8% (1,100)	16.6% (359)	0.6% (14)	0.0% (0)	2,1
Lead Teacher	0.2% (5)	7.3% (159)	39.2% (852)	49.1% (1,067)	4.1% (90)	0.1% (2)	2,1
Site Supervisor	0.2% (5)	3.0% (66)	20.6% (449)	62.0% (1,348)	13.6% (295)	0.6% (12)	2,1
Assistant Director	0.2% (4)	2.4% (52)	17.3% (374)	59.4% (1,284)	20.0% (433)	0.6% (14)	2,1
Director	0.2% (4)	1.4% (30)	6.5% (141)	46.6% (1,013)	42.2% (916)	3.1% (68)	2,1
Multi-site Director	0.1% (3)	0.6% (14)	3.2% (68)	29.3% (632)	56.3% (1,215)	10.4% (225)	2,1
					answered question		2,1
					skipped question		3

12. 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	Response Count
Assistant	26.2% (571)	53.5% (1,165)	17.6% (383)	2.4% (53)	0.2% (5)	0.0% (0)	2,112
Owner/provider	5.1% (110)	28.4% (609)	38.4% (823)	24.8% (533)	3.1% (67)	0.1% (3)	2,112
<i>answered question</i>							2,112
<i>skipped question</i>							3

13. 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?

	Response Percent	Response Count
Strongly agree 	45.7%	994
Somewhat agree 	30.1%	654
Somewhat disagree 	11.7%	254
Strongly disagree 	9.8%	212
Undecided 	2.2%	47
No opinion 	0.6%	12
<i>answered question</i>		2,173
<i>skipped question</i>		412

14. 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	Response Count
Entry levels (assistant teachers)	34.3% (741)	42.7% (922)	23.0% (498)	2,161
Mid-levels (teacher/Family child care provider)	2.5% (54)	27.3% (584)	70.2% (1,502)	2,140
Higher levels (Assistant Director/Director)	0.4% (9)	4.8% (103)	94.7% (2,021)	2,133
			<i>answered question</i>	2,173
			<i>skipped question</i>	412

15. 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?

	Response Percent	Response Count
Yes, this survey was very helpful in thinking about a California career ladder	51.2%	1,088
Yes, this survey was somewhat helpful in thinking about a California career ladder	39.2%	832
No, this survey was not helpful in thinking about a California career ladder	3.3%	71
Undecided	3.4%	73
No opinion	2.8%	59
<i>answered question</i>		2,123
<i>skipped question</i>		462

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

	Response Count
	636
<i>answered question</i>	636
<i>skipped question</i>	1,949

17. 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?

	Response Count
	361
<i>answered question</i>	361
<i>skipped question</i>	2,224

18. Do have any other comments or questions?

	Response Count
	522
<i>answered question</i>	522
<i>skipped question</i>	2,063

19. 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.

	Response Percent	Response Count
Name: <input type="text"/>	86.4%	956
Employer: <input type="text"/>	81.6%	903
Email Address: <input type="text"/>	99.1%	1,096
<i>answered question</i>		1,106
<i>skipped question</i>		1,479