

Professional Development Needs Survey for Early Learning Professionals in Missouri Report – 2020



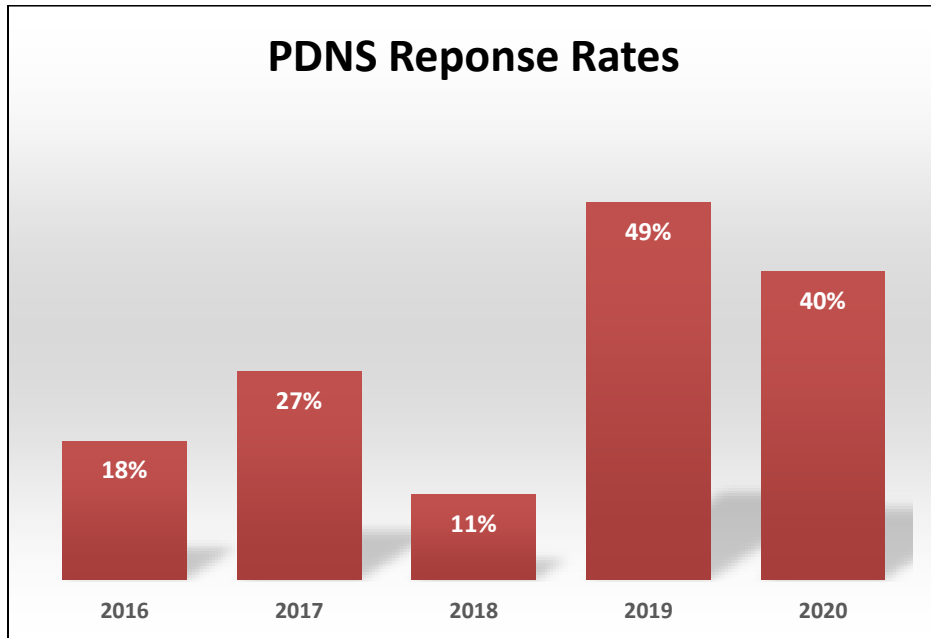
This report was prepared and submitted by Child Care® Aware of Missouri, as per our contract with the Missouri Department of Social Services, Children's Division, Early Childhood & Prevention Services Section



About the Survey

Child Care Aware® of Missouri distributed the 2020 Professional Development Vision Survey (PD Survey) to all licensed and license-exempt child care programs, early childhood stakeholders, and school-age programs via email and survey links. Due to the many child care program and school-age closures because of pandemic shutdowns, the PD Survey was not sent out until early June with the hope that more programs would be reopened. Survey response were accepted over a two-week period with two reminder emails.

This year, the PD Survey was sent to 9246 email addresses with 1958 opened and 789 responses. This is a 40% completion rate which is within 10% of the response rate from 2019 and is a very good rate given the number of child and school-age program closures.



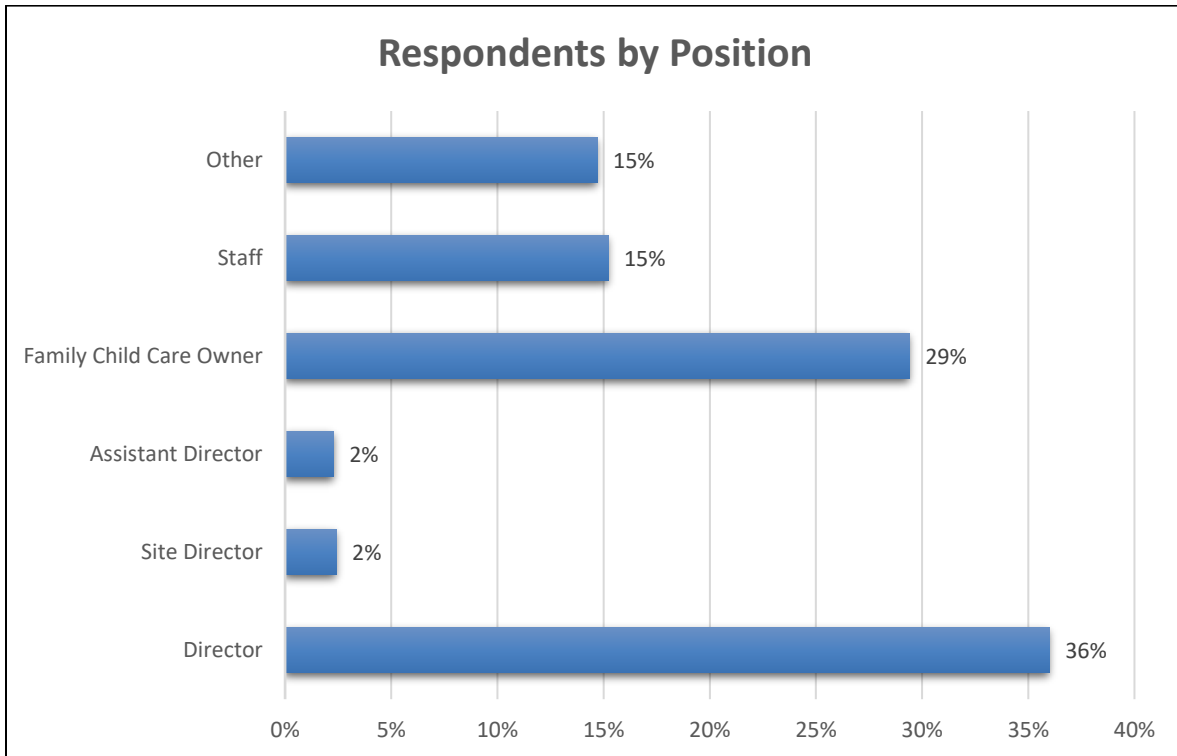
During June 2020, PD Survey results were shared during Child Care Aware® of Missouri Regional Collaboration Meetings. Results were presented for the Eastern, Central and Western portions of the state via live webinars. The intention of the PD Survey is to inform those providing early care and education and school-age professional development training, and the public taking it, about overall preferences and trends. This data can be used in planning and developing training opportunities for the next fiscal year.

Overview of 2020 Professional Development Needs Survey

Respondents by Position

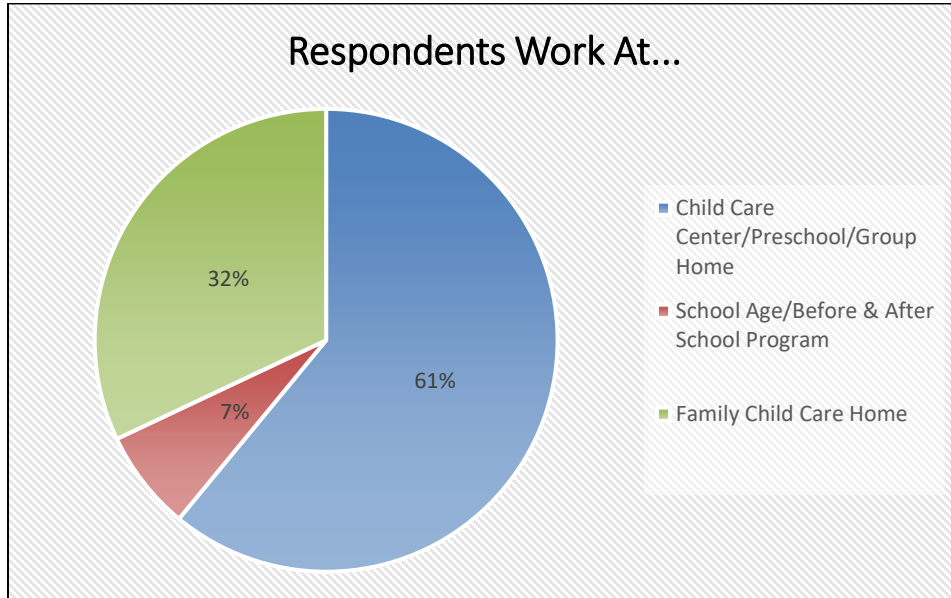
Directors and Assistant Directors accounted for 36% of 2020 PD Survey respondents while Family Child Care owners made up 29% of the responses. Educators (staff) were 15% of respondents consisting of lead teachers and assistant teachers. The annual goal is to receive responses from an equal percentage of directors, child care staff and family child care business owners yielding data representing the largest populations in child care. The PD Survey is sent to child care program email addresses with the stated request that directors pass the online link to educators within their facility. With the closures and limited staff capacity due to pandemic restrictions this year, it is not surprising that the responses from staff are less than 30%.

Of the 15% in the *other* category, 39% were in leadership roles within early childhood education such as child care owners, site directors for larger child care programs and school district administration.



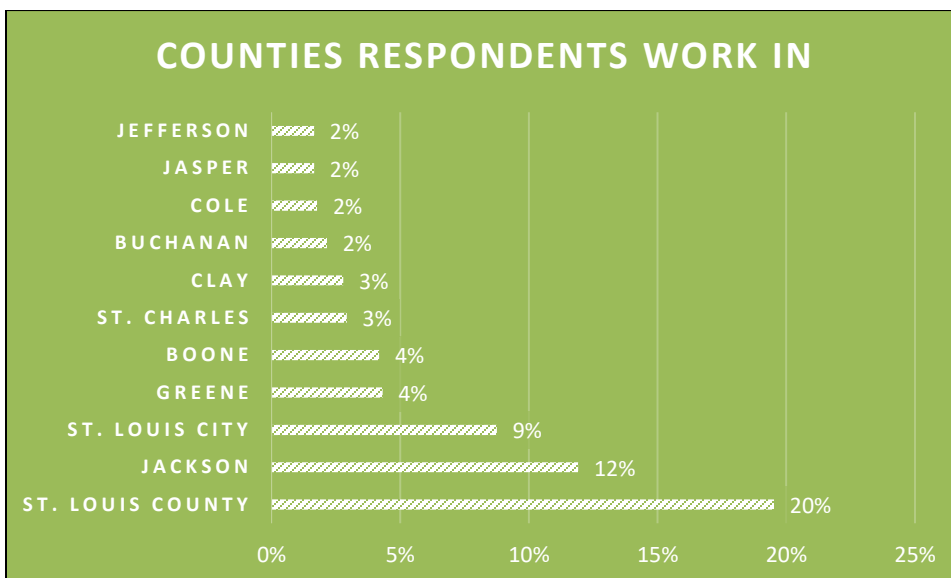
Respondents by Child Care Program Type

Consistent with the positions of respondents, the majority, 61%, work in a Child Care Center/Preschool/Group Home. Family child care programs represented 32% of survey takers while 7% worked in school age settings. A future goal is to increase the percentage of responses from those working in school-age and after-school programs to represent their voice more fully.



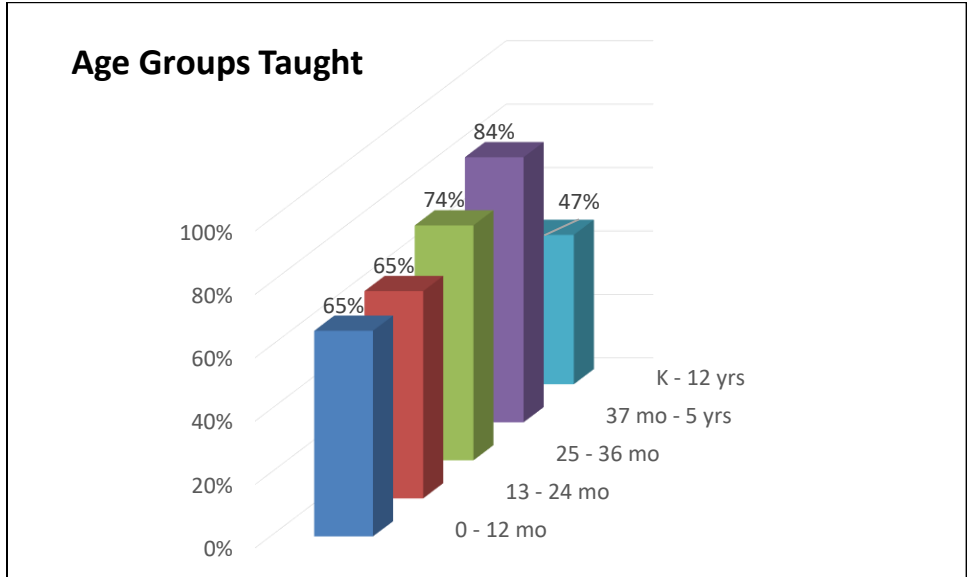
Respondents by County of Workplace Location

Trainings are offered across Missouri through both online and in-person sessions. We find the majority of the counties with the most child care capacity are the same counties in which the respondents work. Below are the 11 counties with the highest number of respondents. Due to the pandemic closures of child care programs, data received represented respondents working in only 41% of the counties in the state.



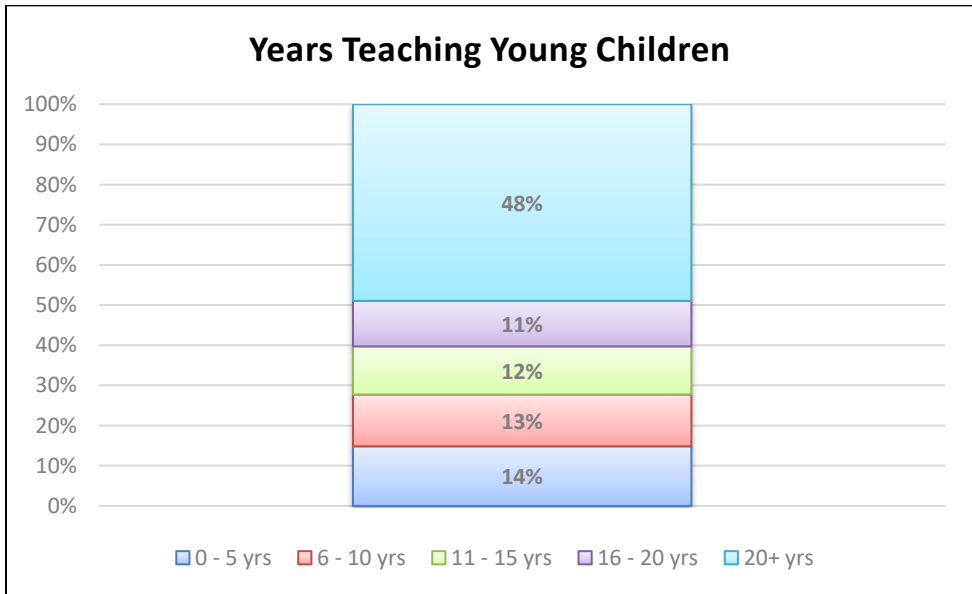
Respondents by Age Groups Taught

The majority of respondents work with preschool age children - four and five year old children (84%) followed closely by those working with two and three year olds (74%). Educators of infants (65%) and toddler (65%) follow closely behind. School-age teachers made up 47% of the respondents in 2020.



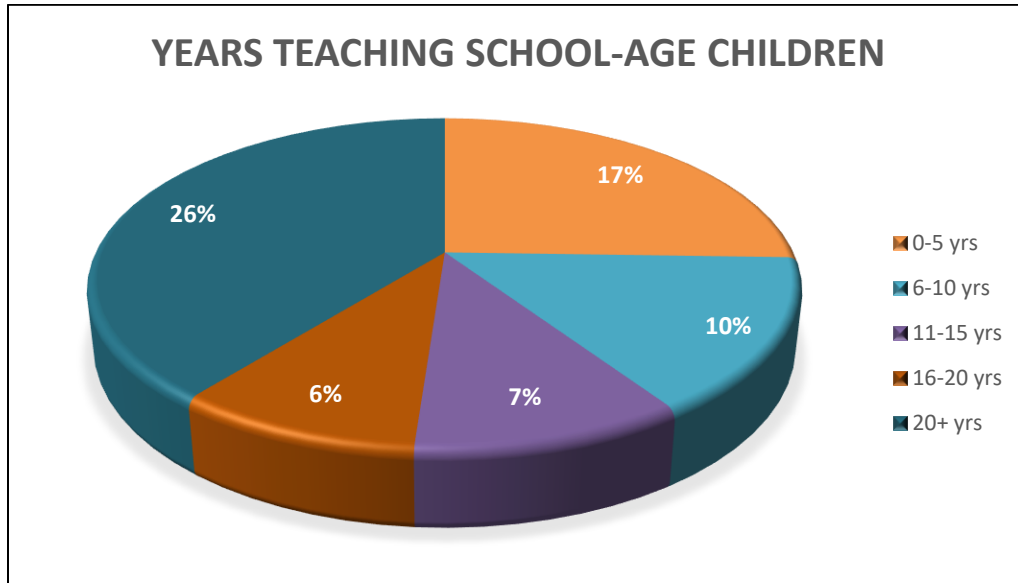
Years of Experience Teaching Young Children

The majority of respondents to the 2020 PD Survey have 20 or more years experience in the field of teaching young children. For those new to the field (14%) through educators working for 11 to 16 years, the breakout is 13% to 11%. It is interesting that those with the most and the least experience are those who continue to answer the PD survey most often.



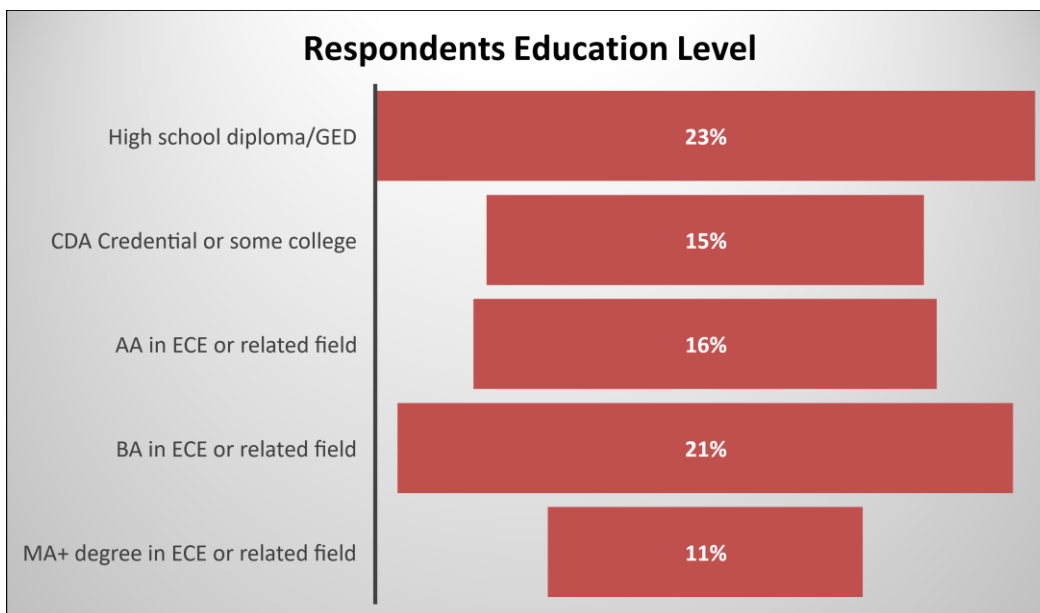
Years of Experience in School-Age Education

New to the PD Survey in 2020, respondents were asked about their years of experience teaching school-age children, most often in an after school setting. Of the 66% responding to this question, 26% have taught in the field for 20 years or more. As with the span of experience with early childhood respondents, those newest to the school-age field were second highest in completing the PD Survey at 17%.



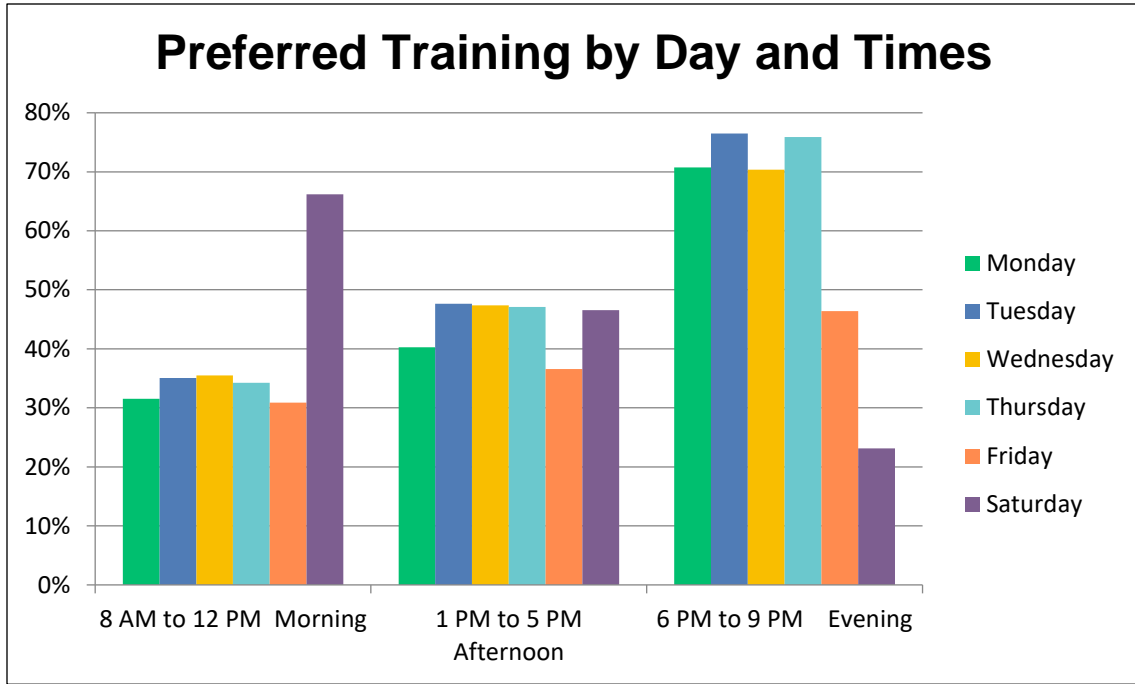
Education Level

The majority of respondents were on either end of the spectrum this year. 23% had a high school education or equivalency while 21% had a Bachelor’s degree in early childhood education or a related field. These results tie into the results for the number of years in the field with the newest and the most seasoned responding to the PD Survey. All other education levels are within 5% of each other.



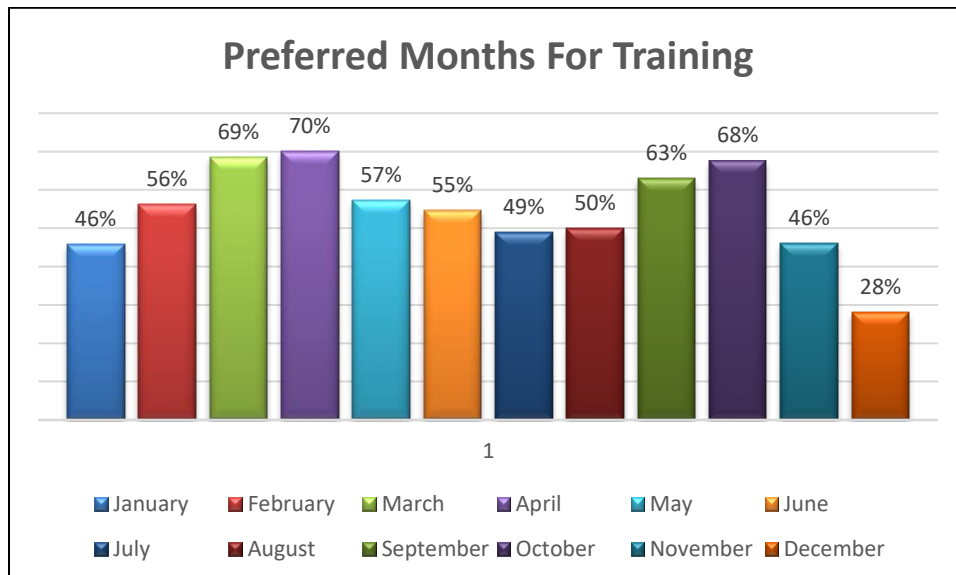
Preferred Training Times (Day of Week and Time of Day)

Respondents indicated they prefer their training in the evening during the week, on Tuesday and Thursday most often, and on Saturday mornings. These results match data collected for this question since 2015 and aligns with much of the training offered in Missouri currently. While more than 40% of respondents indicate wanting training on Friday, turn out for these sessions is often quite low.



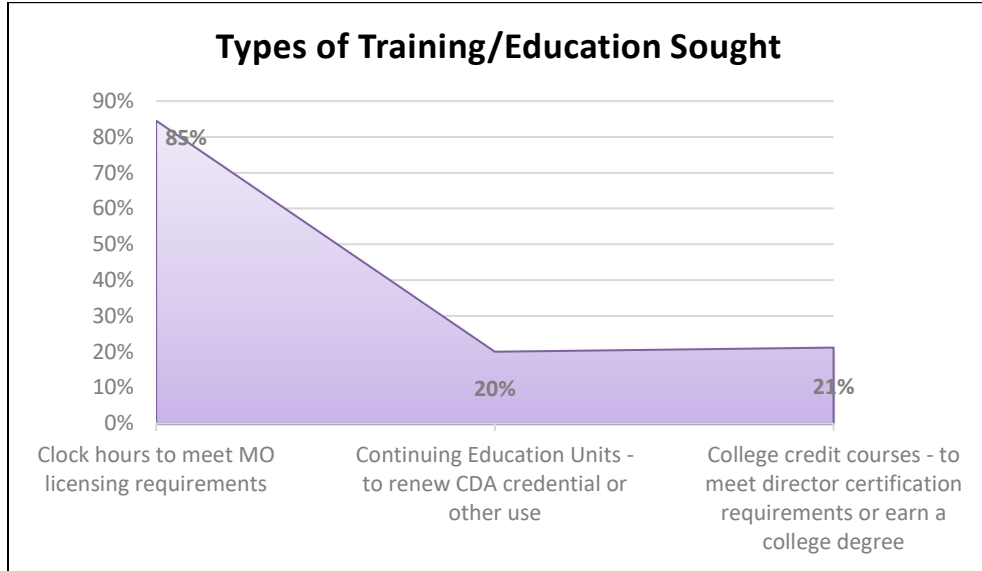
Preferred Months for Training

The spring (March and April) and fall (September and October) months continue to be the most popular time of year for professional development. As expected, summer months and December are less popular times to attend training. This data correlates with how sessions are currently offered in Missouri.



Types of Professional Development Wanted

Professional development offered in the form of clock hours is the most desired by respondents as it meets licensure requirements for child care educators. A desire for Continuing Education Units, most often used to renew a Child Development Associate credential (CDA), and college credit hours are almost even.



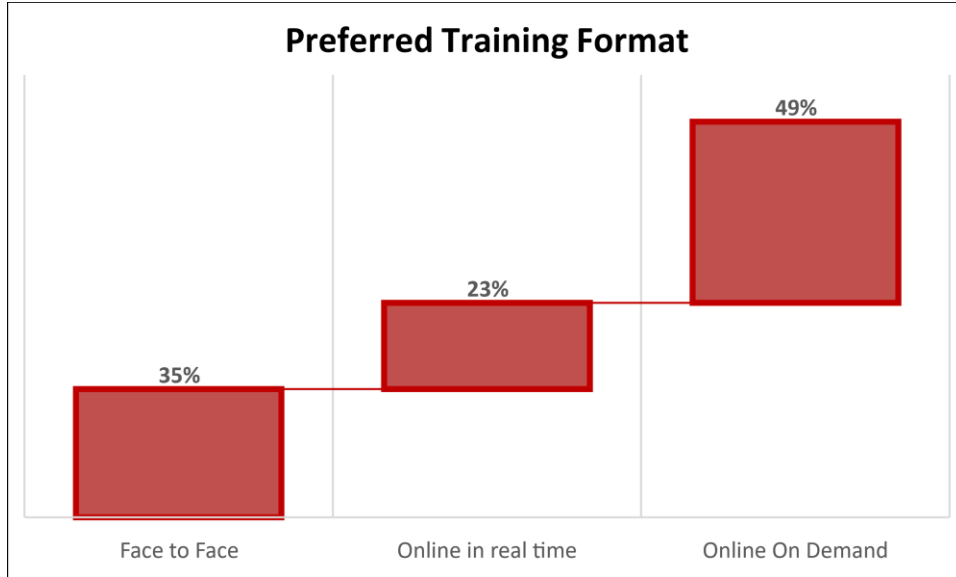
Language Preferences for Professional Development

99.3% of respondents desire their training be offered in English. This may be due to those speaking other languages not seeking training in other languages and these child care staff not completing a survey offered only in English. Spanish was indicated by .7% of the respondents.



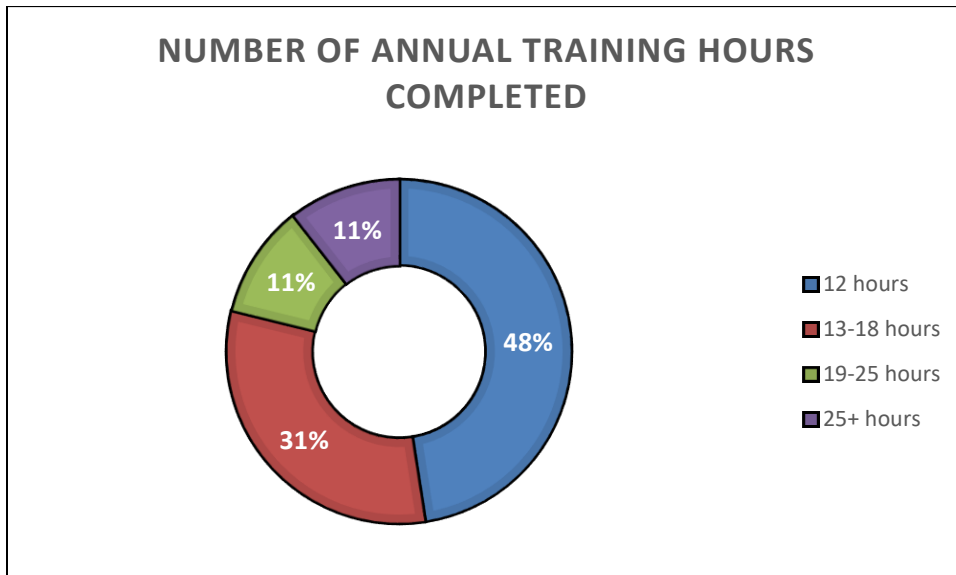
Respondents Preferred Training Format

It is not surprising that during the pandemic, respondents prefer online on demand training since it can be accessed at any time and on any day. Face to face training is still preferred over online in real time. This may be due to the fact that if respondents are going to take training in real time, they prefer to be in person.



Number of Clock Hours Respondents Complete Annually

While 12 clock hours are required for Missouri licensure, it is interesting that 53% of respondents complete more than required annually. This is heartening when viewing training as more than a mandate but a way to level up and grow as a professional in the early childhood and school-age fields.



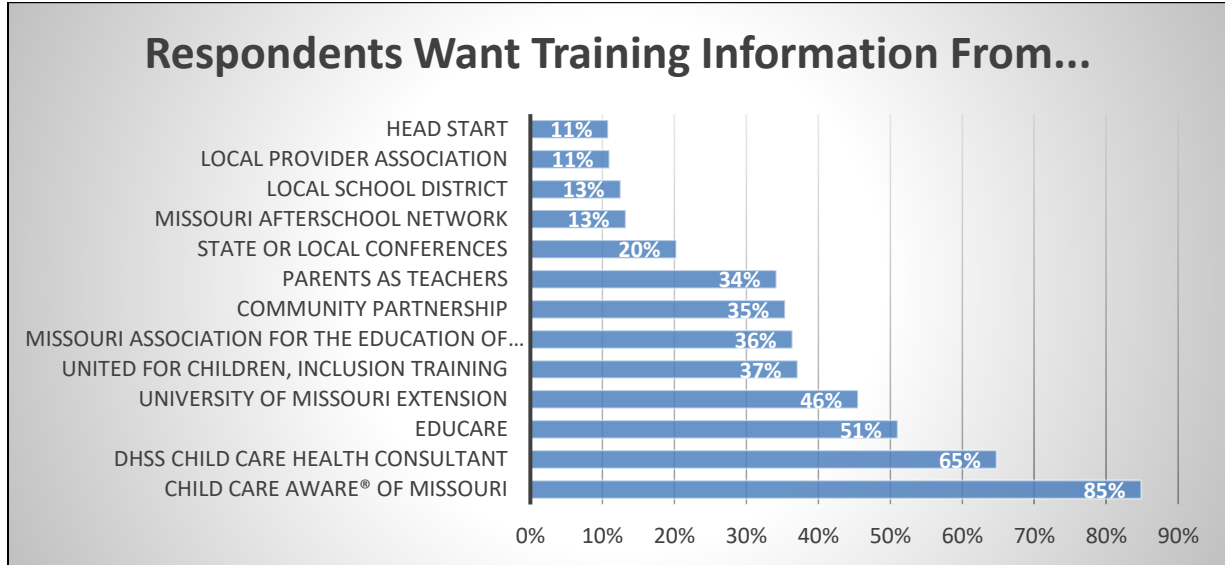
Topics for Professional Development

There were nine topic areas presented to respondents: all eight in the *Missouri Core Competencies for Early Childhood and Youth Professionals* and two additional areas - child and staff wellness and leadership development. Respondents were asked to choose topics of interest for training. They could select as many of the topics as desired, as well as, write in additional related topics. The chart below reflects the most popular choices of respondents in each area.

| Core Competency Area | First Choice | Second Choice | Third Choice |
|--|--|--|---|
| Learning Environment & Curriculum | New Ideas for Learning Activities (72%) | Science & Discovery Centers (58%) | Circle Time Activities (55%) |
| Observation & Assessment | Measuring Children's Progress (68%) | Learning About Children as Individuals (65%) | Keeping Records on Children (55%) |
| Families & Communities | How to Work with Families (64%) | Planning Family Engagement Activities (56%) | Community Resources (56%) |
| Child & Youth Development | Emotional Development (72%) | Social Development (70%) | Temperaments (63%) |
| Health & Safety | Children's Mental Health (63%) | Children's Health Issues (60%) | First Aid/CPR (56%) |
| Interactions with Children & Youth | Discipline, Behavior and Guidance (72%) | Dealing with Emotion (66%) | Infant/Toddler Behavior (55%) |
| Program Planning & Development | Grant Writing (50%) | Time Management (47%) | Collaborations with the Community (47%) |
| Professional Development & Leadership | Stress Management for Caregivers (67%) | Effective Communication (57%) | Professionalism (50%) |
| Child & Staff Wellness | Physical Activity in Early Childhood (67%) | Staff Health and Wellness (58%) | Child Nutrition (57%) |
| Leadership Development | Developing Positive Attitudes (80%) | HR/Staff Retention/Employee Engagement (47%) | Accounting (38%) |

Training Entities

The PD Survey asks respondents to indicate what local and regional training entities they would like to receive more information from about upcoming sessions. Respondents can include their names and contact information which is then shared by Child Care Aware® of Missouri with the various organizations.



Annual PD Survey results are shared statewide through Regional Collaboration Meetings presented by Child Care Aware® of Missouri. In 2020, three webinars were held to present PD Survey results for the Eastern, Central and Western counties in Missouri. Webinar presentations and this report are posted on the Child Care Aware® of Missouri (www.mo.childcareaware.org). web site for public use on the News & Reports page.

For more information about this report, contact info@mo.childcareaware.org.