

Professional Development Vision Survey for Early Learning Professionals in Missouri Report – 2021



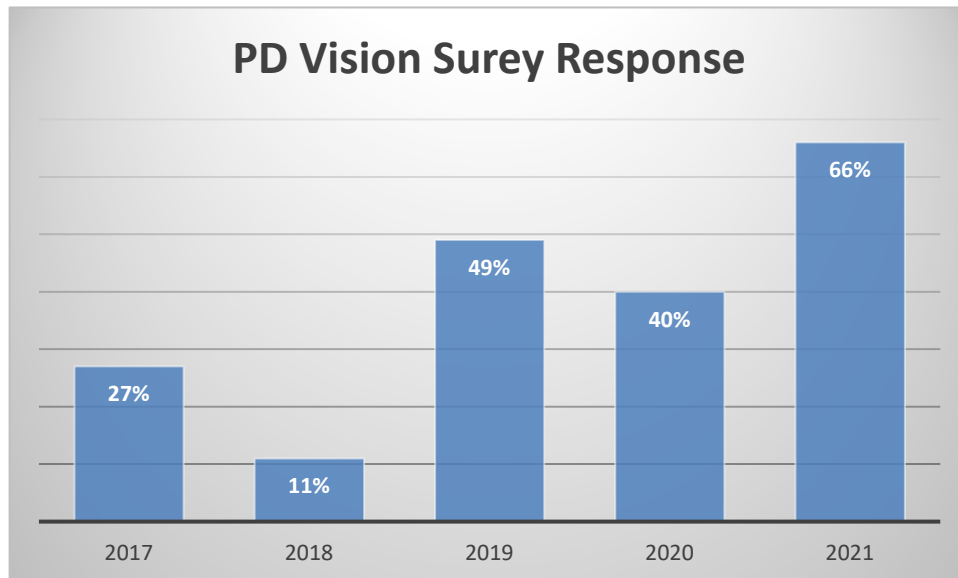
This report was prepared and submitted by Child Care® Aware of Missouri, as per our contract with the Missouri Department of Social Services, Children's Division, Early Childhood & Prevention Services Section



About the Survey

Child Care Aware® of Missouri distributed the 2021 Professional Development Vision Survey (PD Vision Survey) to all licensed and license-exempt child care programs, early childhood stakeholders, and school-age programs via email and survey links. The PD Vision Survey was sent out in May and survey responses were accepted over a two-week period with two email reminders emails.

This year, the PD Survey was sent to 4232 email addresses with 867 opened and 570 responses. This is a 66% completion rate which is an increase of 26% in the response rate from 2020 and is a very good rate.



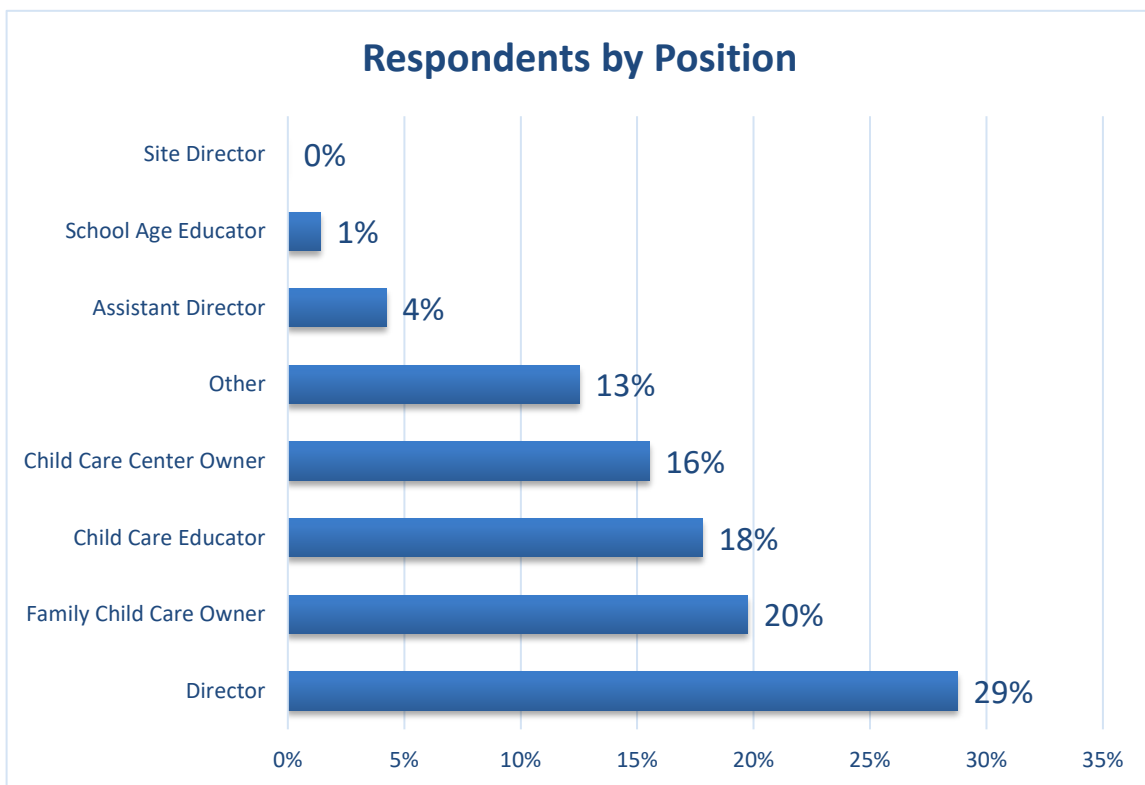
During June 2021, PD Vision Survey results were shared during Child Care Aware® of Missouri Regional Collaboration Meetings. Results were presented for the Eastern, Central and Western portions of the state via live webinars. The intention of the PD Survey is to inform those providing early care and 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 2021 Professional Development Needs Survey

Respondents by Position

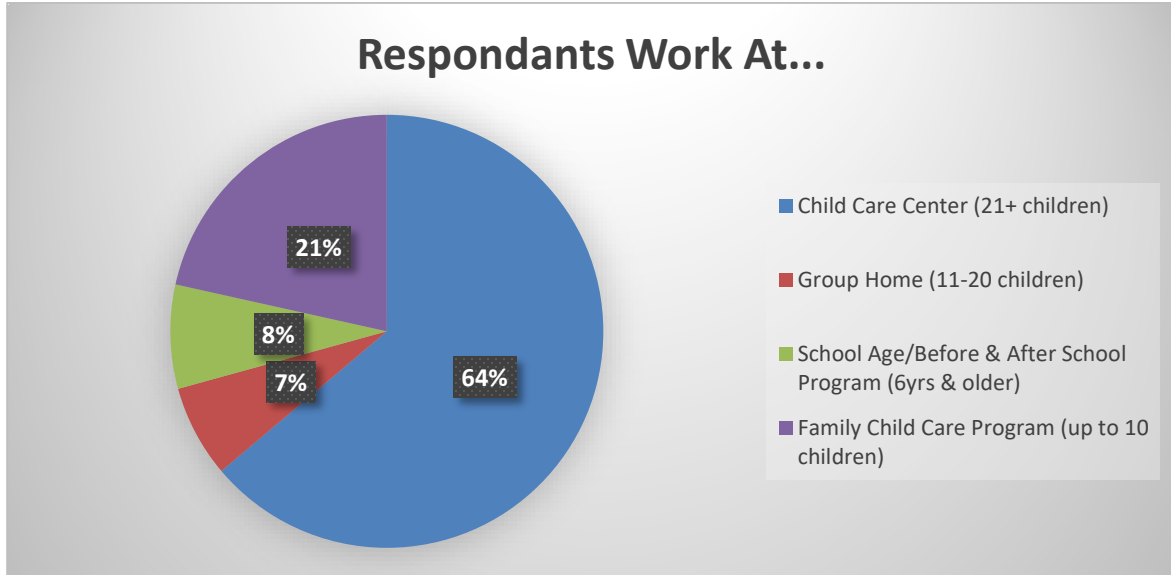
Directors and Assistant Directors accounted for 33% of 2021 PD Vision Survey respondents while Family Child Care owners and Child Care Center owners made up 36% of the responses. Educators (staff) were 19% of respondents consisting of lead teachers and assistant teachers. The annual goal is to receive 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 Vision 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 13% in the *other* category, 46% were in leadership roles within early childhood education such as child care owners, site directors for larger child care programs and school district administration.



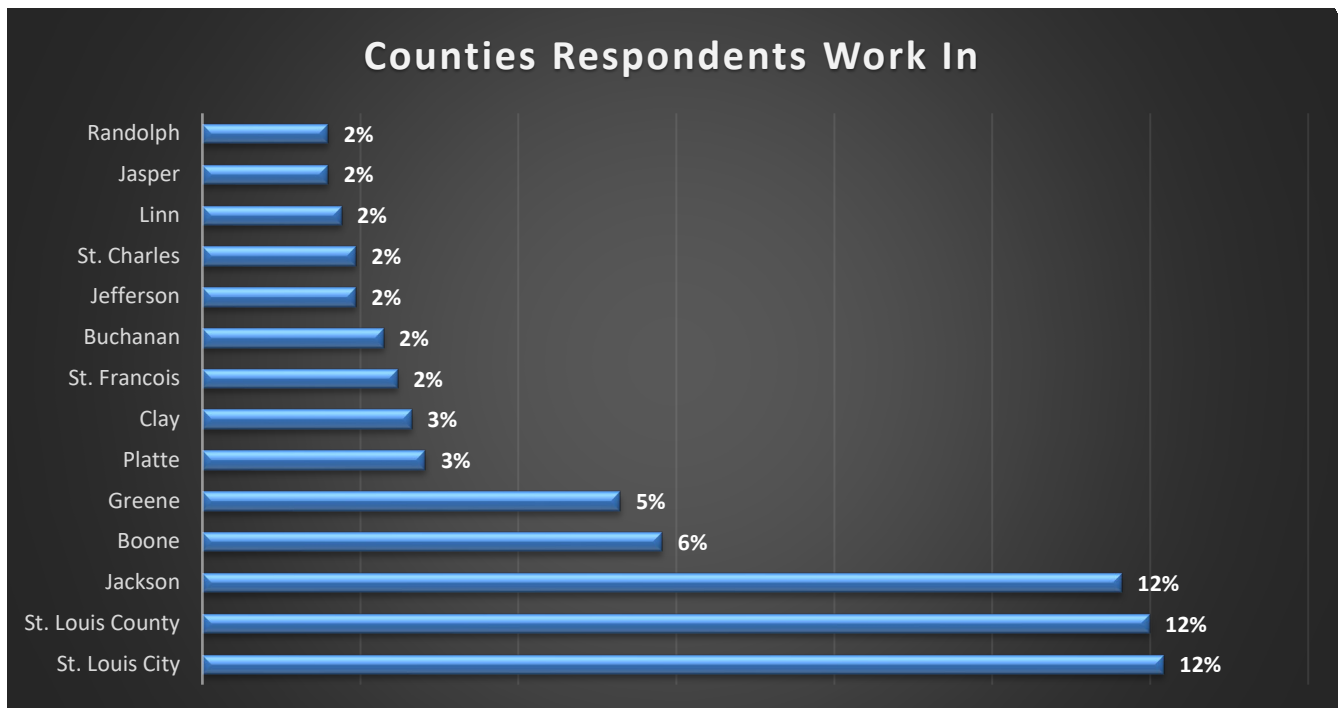
Respondents by Child Care Program Type

Consistent with the positions of respondents, the majority, 64%, work in a Child Care Center. Family child care programs represented 21% of survey takers while 8% 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.



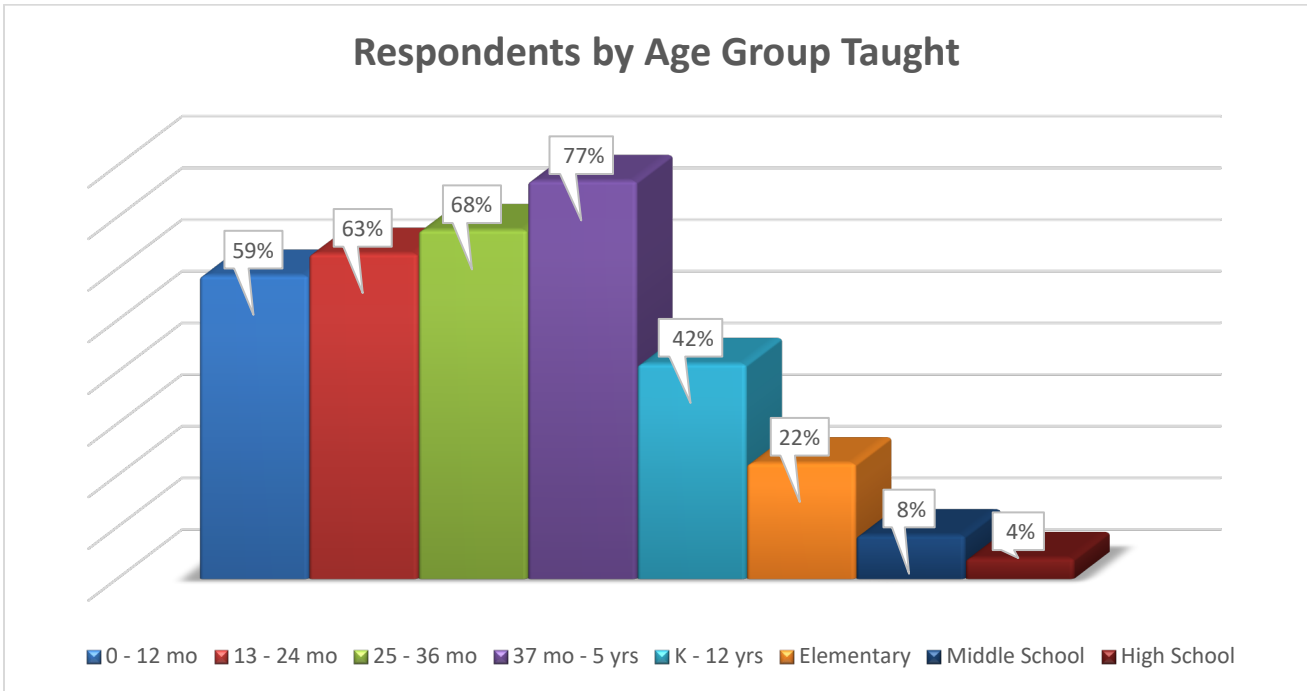
Respondents by County of Workplace Location

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 14 counties with the highest number of respondents. Data received represents 76% of the counties in Missouri which is a 35% increase from 2020.



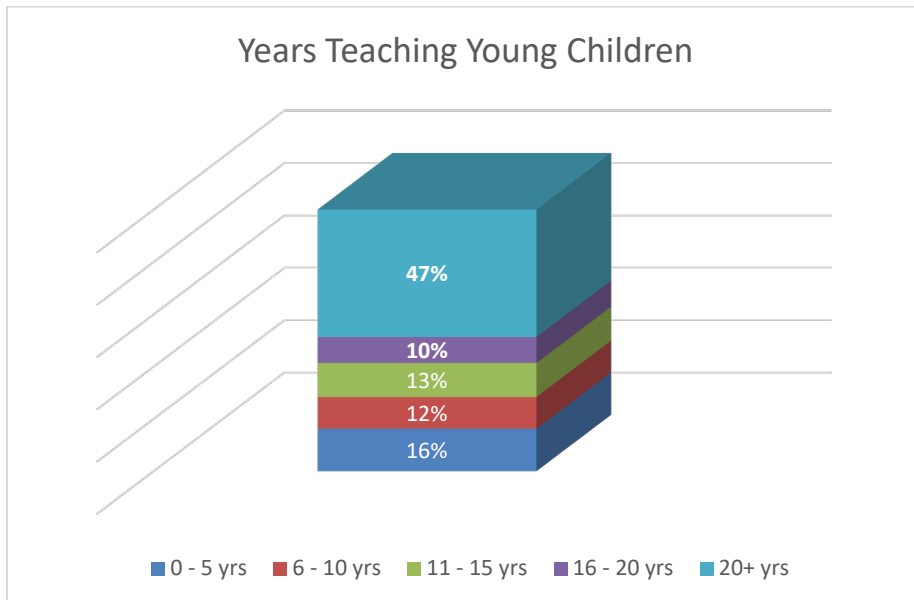
Respondents by Age Groups Taught

The majority of respondents work with preschool age children - four and five year old children (77%) followed closely by those working with two and three year olds (68%). Educators of infants (59%) and toddler (63%) follow closely behind.



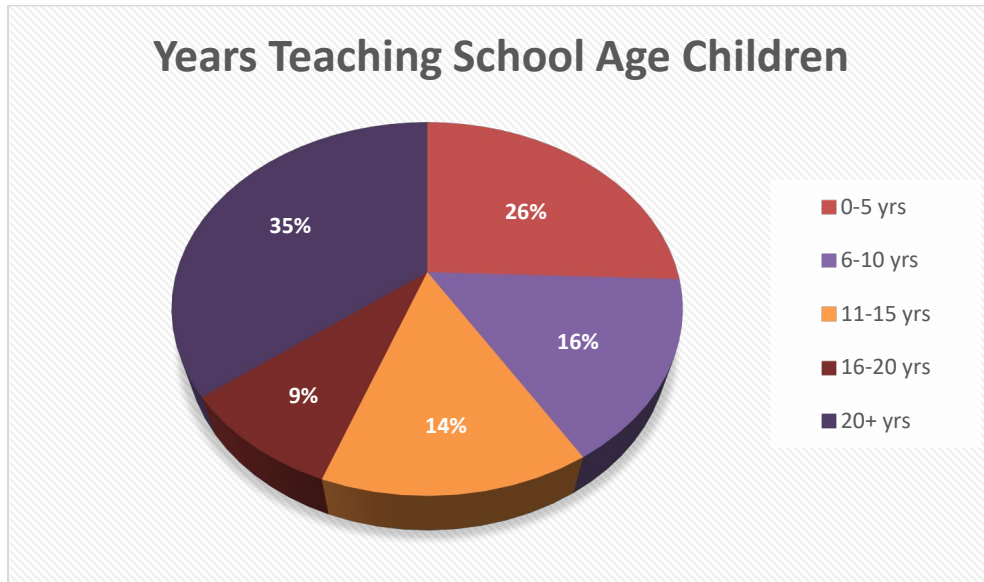
Years of Experience Teaching Young Children

The majority of respondents to the 2021 PD Vision Survey have 20 or more years experience in the field of teaching young children. For those new to the field (16%) through educators working for 11 to 16 years, the breakout is 13% to 10%. It is interesting that those with the most and the least experience are those who continue to answer the PD survey most often.



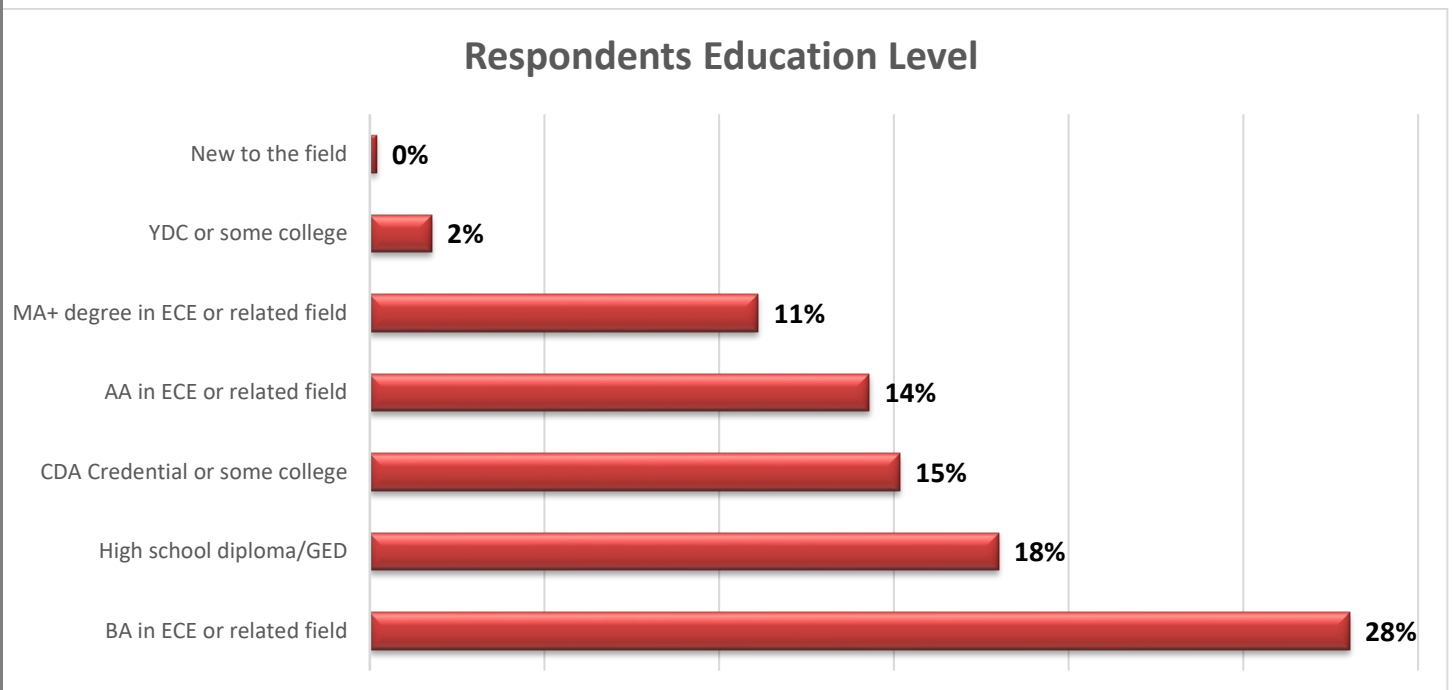
Years of Experience in School-Age Education

Respondents were asked about their years of experience teaching school-age children, most often in an after school setting. Of the 61% responding to this question, 35% 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 26%.



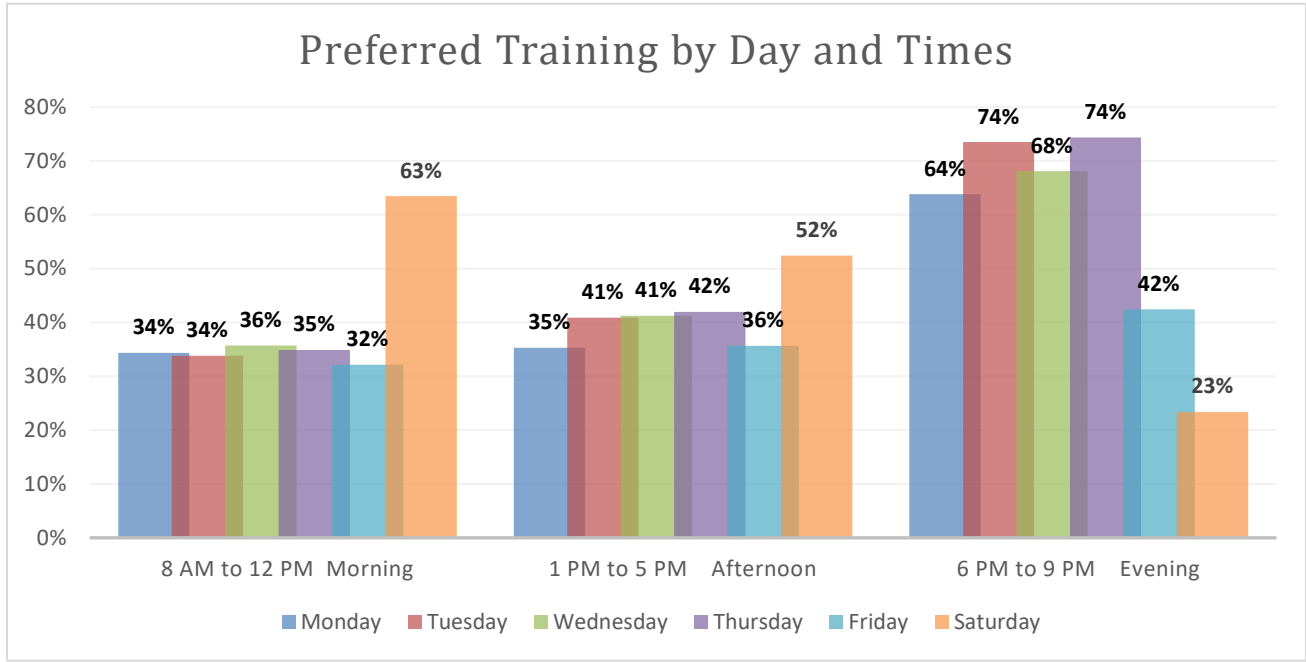
Education Level

The majority of respondents were on either end of the spectrum this year. 18% had a high school education or equivalency while 28% 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. Graduate, associates degrees as well as CDA Credentials fall within 5% of one another. Youth Development Credential (2%), new to the PD Vision Survey in 2021.



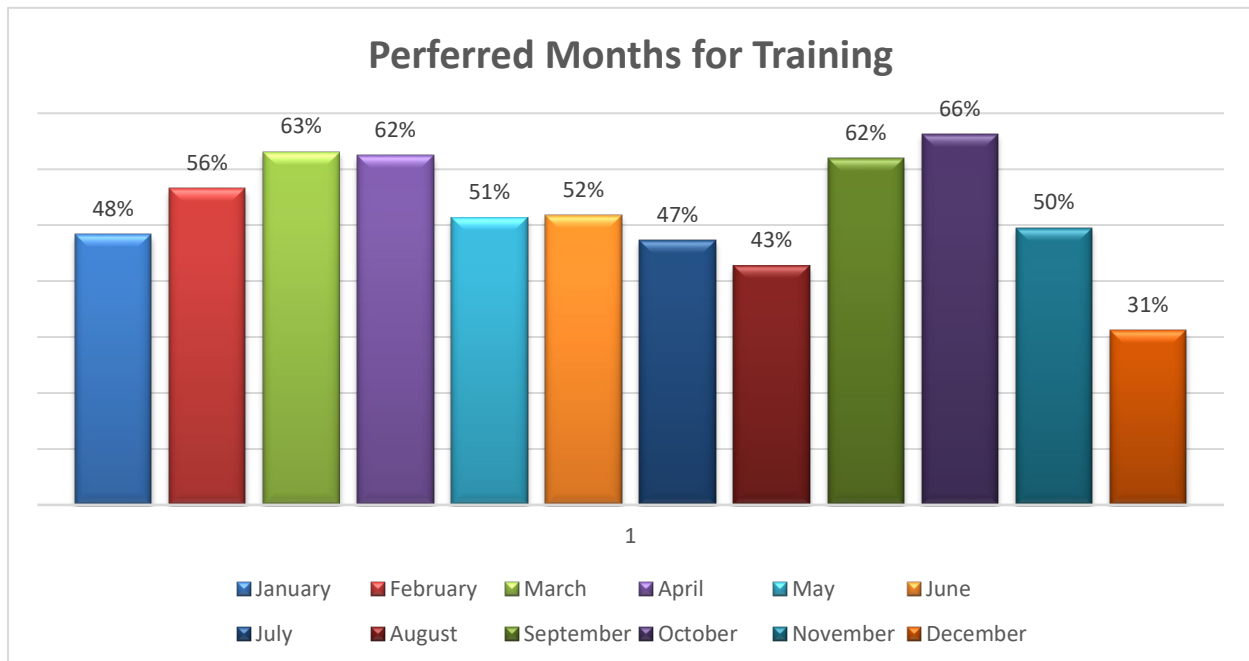
Preferred Training Times (Day of Week and Time of Day)

Respondents indicated they prefer their training in the evening during the week, on Tuesday and Thursday most often, and on Saturday mornings and afternoon. These results match data collected for this question since 2015 and aligns with much of the training offered in Missouri currently. While more than 42% of respondents indicate wanting training on Friday, turn out for these sessions is often quite low.



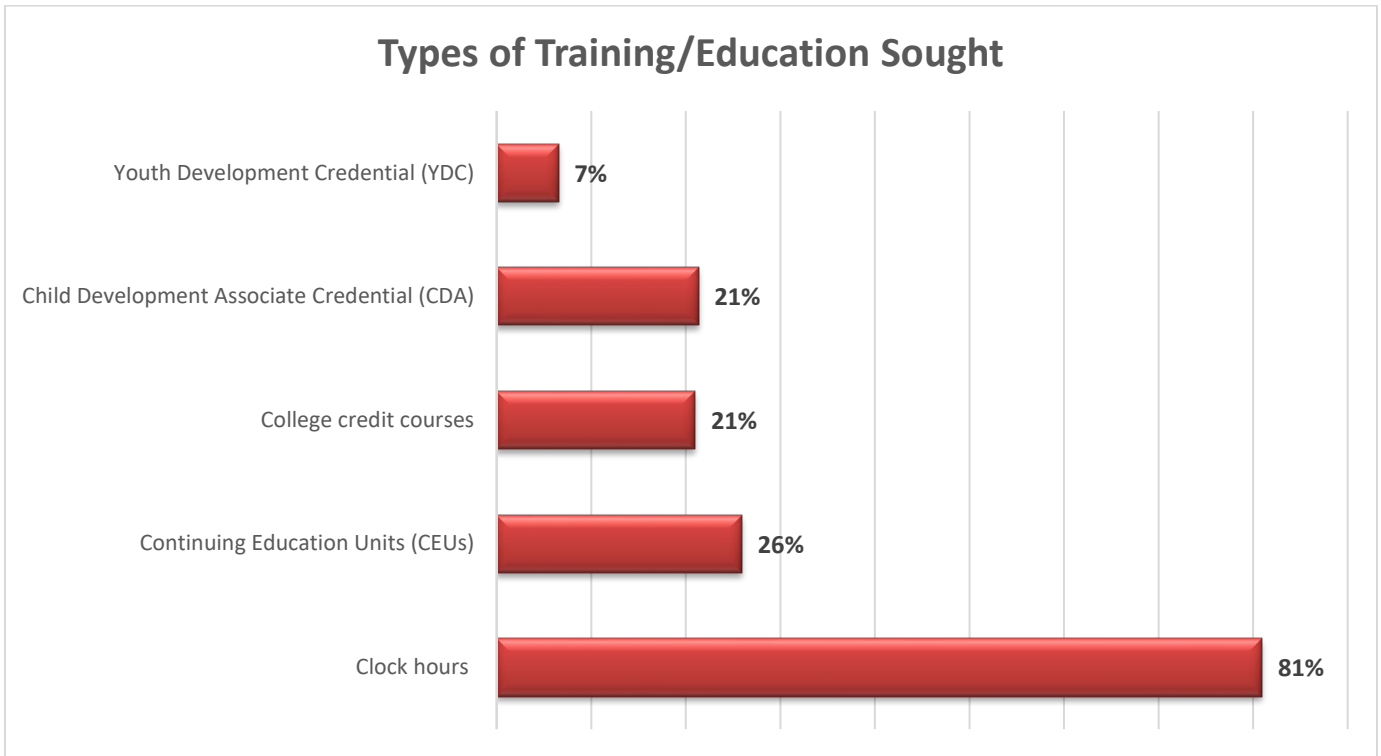
Preferred Months for Training

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.



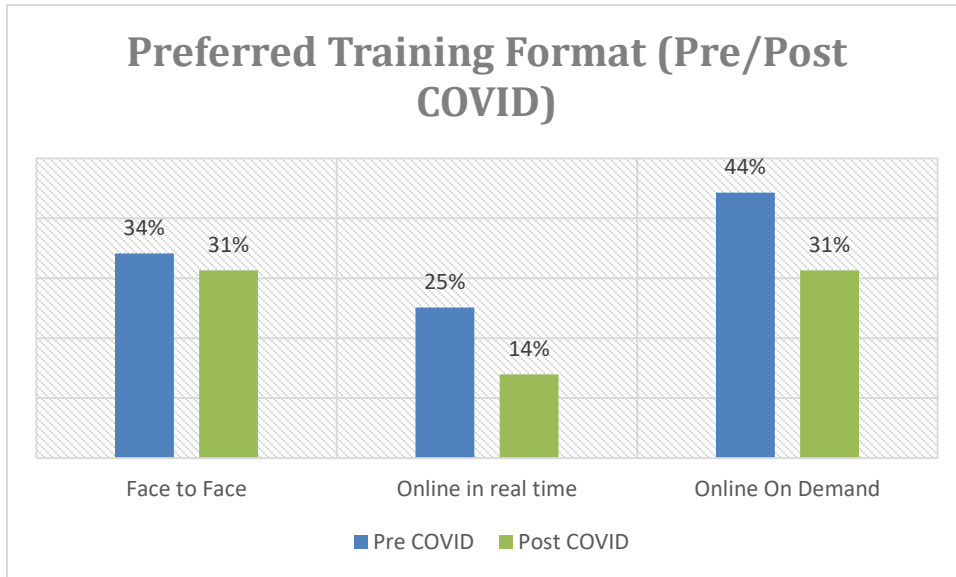
Language Preferences for Professional Development

In 2021 PD Vision Survey was offered for the first time in Spanish. 99% of respondents desire their training be offered in English. Spanish was indicated by 1% of the respondents. In the future one of our goals is to increase the percentage of responses from those who speak languages other than English, to represent more fully the voice of all educators in Missouri.



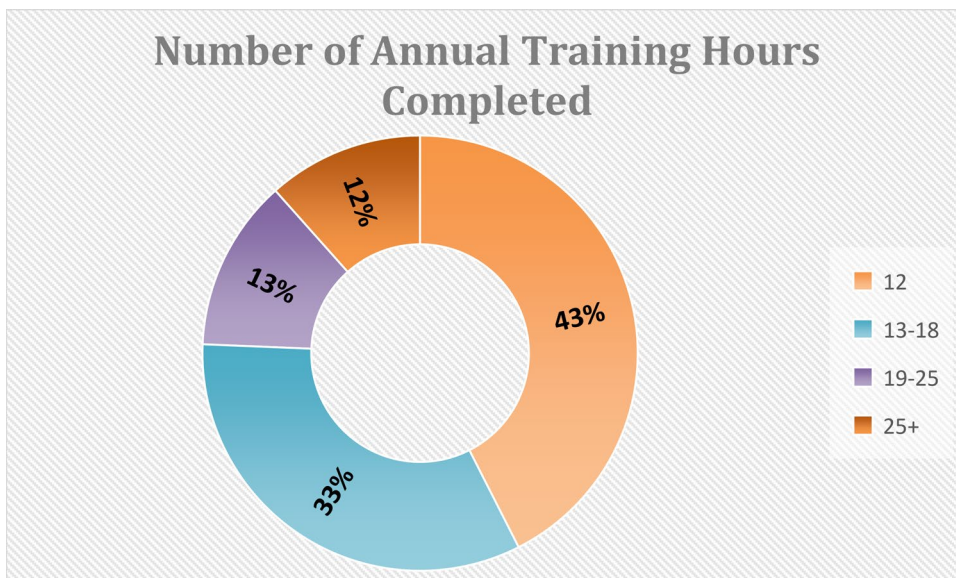
Respondents Preferred Training Format

On the 2021 PD Vision Survey, respondents indicated what training format they will prefer once COVID restrictions are lifted. Online on Demand and Face to Face trainings both were indicated by 31% of individuals with Online in real time with 14%. 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 58% 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

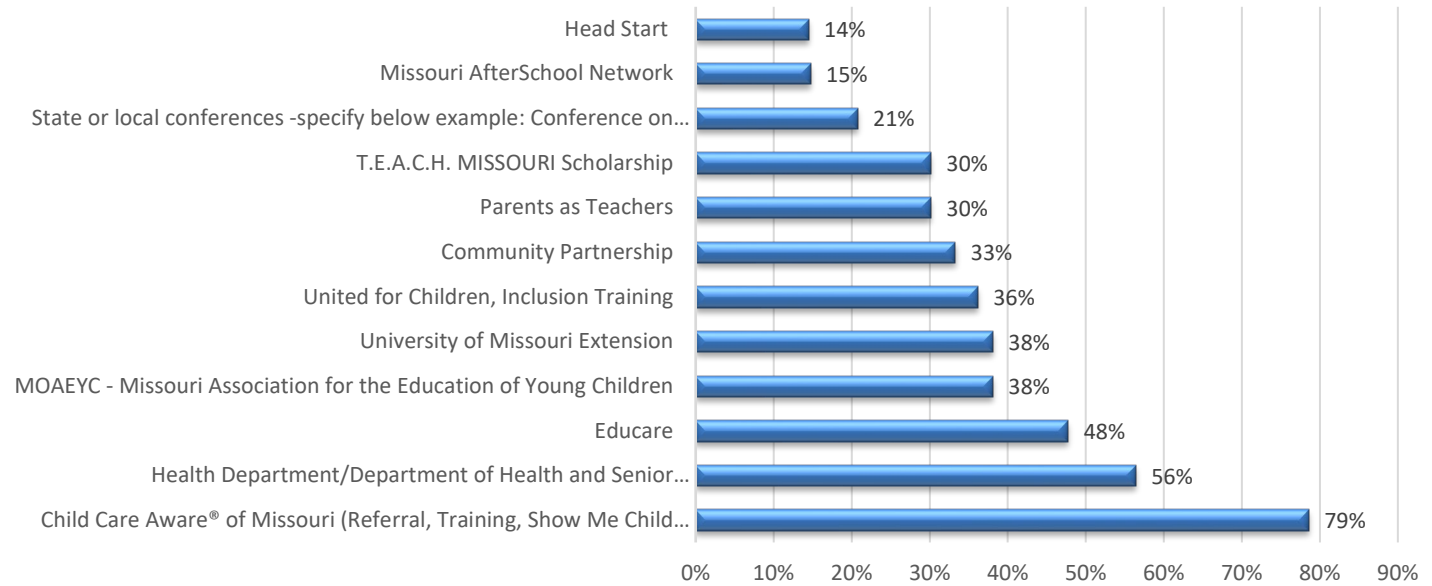
There were nine topic areas presented to respondents: all eight in the *Missouri Core Competencies for Early Childhood and Youth Professionals* and one additional areas - child and staff wellness. Respondents were asked to choose topics of interest for training. They could select as many of the topics 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 (70%)	Science & Discovery Centers (54%)	Circle Time Activities (53%)
Observation & Assessment	Measuring Children's Progress (67%)	Learning About Children as Individuals (62%)	Keeping Records on Children (51%)
Families & Communities	How to Work with Families (60%)	Planning Family Engagement Activities (52%)	Community Resources (51%)
Child & Youth Development	Social Development (70%)	Emotional Development (69%)	Temperaments (55%)
Health & Safety	Children's Mental Health (62%)	Children's Health Issues (53%)	First Aid/CPR (46%)
Interactions with Children & Youth	Discipline, Behavior and Guidance (71%)	Dealing with Emotion (61%)	Infant/Toddler Behavior (48%)
Program Planning & Development	Staff & Program Evaluation (48%)	Employee Engagement/Positive Work Culture (47%)	Grant Writing (44%)
Professional Development & Leadership	Stress Management for Caregivers (67%)	Effective Communication (56%)	Professionalism (53%)
Child & Staff Wellness	Physical Activity in Early Childhood (64%)	Staff Health and Wellness (58%)	Child Nutrition (56%)

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.

Respondents Want Training Information From...



Annual PD Vision Survey results are shared statewide through Regional Collaboration Meetings presented by Child Care Aware® of Missouri. In 2021, three webinars were held to present PD Vision 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.