

## Minnesota Recruitment and Retention Survey

This survey was created by the Minnesota Comprehensive System of Personnel Development Recruitment and Retention Team. Our goal is to gain a better understanding of factors affecting the recruitment and retention of individuals working in Early Childhood Special Education. The information collected in this survey will be used to help direct recommendations around recruitment and retention policy and no personally identifiable information will be retained. Thank you for your participation!

### METHOD

The survey was distributed to early childhood professionals who may have worked in early childhood special education roles (either currently or in the past). The survey was open from January through May 2021.

### DEMOGRAPHICS

| <b>1. What is your age?</b> | <b>Number</b> | <b>Percentage</b> |
|-----------------------------|---------------|-------------------|
| 20 years old or younger     |               |                   |
| 21-30 years old             |               |                   |
| 31-40 years old             |               |                   |
| 41-50 years old             |               |                   |
| 51-60 years old             |               |                   |
| 61 years old or older       |               |                   |

| <b>2. Do you identify with a particular race?</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------|-------------------|
| Asian or Asian American                           |               |                   |
| German  |               |                   |
| Hispanic - Latino                                 |               |                   |
| Multiracial                                       |               |                   |
| South America (Guyana) Guyanese                   |               |                   |
| White   |               |                   |

| <b>3. Are you of Hispanic origin?</b> | <b>Number</b> | <b>Percentage</b> |
|---------------------------------------|---------------|-------------------|
| No                                    |               |                   |
| Yes                                   |               |                   |

### WHERE RESPONDENTS LIVE AND WORK

Method: current home zip code.

Method: current work zip code.

## LEVEL OF EDUCATION, LICENSURE, AND WAGES

| <b>7. What is your highest level of education?</b> | <b>Number</b> | <b>Percentage</b> |
|--|---------------|-------------------|
| Associate's degree                                 |               |                   |
| Bachelor's degree                                  |               |                   |
| Certificate from a college or university           |               |                   |
| Child Development Associate                        |               |                   |
| Doctoral degree                                    |               |                   |
| High school diploma or GED                         |               |                   |
| Master's degree                                    |               |                   |

| <b>8. Do you currently hold a professional license or business license (i.e. licensed child care business)?</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------|-------------------|
| Yes, and using that license in my current role  |               |                   |
| No, I do not have a current professional license or business license  |               |                   |
| Yes, but not using that license in my current role  |               |                   |
| No, but I am currently taking courses towards or applying for a license   |               |                   |

| <b>9. If you are currently working, what is your annual salary?</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------|-------------------|
| \$25,000 or less  |               |                   |
| \$25,001 - \$35,000   |               |                   |
| \$35,001 - \$45,000   |               |                   |
| \$45,001 - \$55,000   |               |                   |
| \$55,001 - \$65,000   |               |                   |
| \$65,001 - \$75,000   |               |                   |
| \$75,001 - \$85,000   |               |                   |
| \$85,000 or more  |               |                   |

## EARLY EXPERIENCES IN THE FIELD

**10. How did you first learn about a career in early childhood special education? (check all that apply)**

**Number      Percentage**

- Teacher/professor
- Personal experiences with special education
- Field placement/student teaching
- Family member or friend
- Co-worker/peer
- Mentor
- Job fair
- Other - college/grad school*
- Other - on the job*
- Other - volunteer work*

**11. What made you interested in starting a career in early childhood special education? (check all that apply)**

**Number      Percentage**

- Working with young children
- Working with a child with a disability
- Working with families
- Values of the profession matched my own
- Working with other professionals on a team
- Work hours fit my needs
- Salary/benefits fit my needs
- Good growth opportunities
- Flexibility to keep my career/license if I moved
- Access to training/PD
- Respect from others
- Other - part of my job*
- Other - something else*

| 12. Thinking back your experiences in early childhood special education, how well prepared were you for the following types of activities when you first started in this career? | Number |                 |                     |                   |               | N/A |
|--|--------|-----------------|---------------------|-------------------|---------------|-----|
|  | Total  | Very unprepared | Somewhat unprepared | Somewhat prepared | Very prepared |     |
| Working with young children (about child development)  |        |                 |                     |                   |               |     |
| Working with other professionals on a team   |        |                 |                     |                   |               |     |
| Physical demands of the job  |        |                 |                     |                   |               |     |
| Working with families  |        |                 |                     |                   |               |     |
| Creating and monitoring goals for a child  |        |                 |                     |                   |               |     |
| Working with children with a variety of disabilities   |        |                 |                     |                   |               |     |
| Completing assessments and evaluations   |        |                 |                     |                   |               |     |
| Mental/emotional demands of the job  |        |                 |                     |                   |               |     |
| Time to collaborate with co-workers  |        |                 |                     |                   |               |     |
| Completing other paperwork or documentation  |        |                 |                     |                   |               |     |
| Managing caseloads   |        |                 |                     |                   |               |     |
| Managing budget/resources for your job   |        |                 |                     |                   |               |     |

|   | Percentage |                 |                     |                   |               | N/A |
|---|------------|-----------------|---------------------|-------------------|---------------|-----|
|   | Total      | Very unprepared | Somewhat unprepared | Somewhat prepared | Very prepared |     |
| Working with young children (about child development) |            |                 |                     |                   |               |     |
| Working with other professionals on a team            |            |                 |                     |                   |               |     |
| Physical demands of the job                           |            |                 |                     |                   |               |     |
| Working with families                                 |            |                 |                     |                   |               |     |
| Creating and monitoring goals for a child             |            |                 |                     |                   |               |     |
| Working with children with a variety of disabilities  |            |                 |                     |                   |               |     |
| Completing assessments and evaluations                |            |                 |                     |                   |               |     |
| Mental/emotional demands of the job                   |            |                 |                     |                   |               |     |
| Time to collaborate with co-workers                   |            |                 |                     |                   |               |     |
| Completing other paperwork or documentation           |            |                 |                     |                   |               |     |
| Managing caseloads                                    |            |                 |                     |                   |               |     |
| Managing budget/resources for your job                |            |                 |                     |                   |               |     |

## WORK HISTORY

| 13. What types of early childhood settings have you worked as a professional in early childhood special education?<br>(check all that apply) | Currently |            | Previously |            |
|--|-----------|------------|------------|------------|
|  | Number    | Percentage | Number     | Percentage |
| School-based preK (public)   |           |            |            |            |
| Early childhood special education (Part B, 619)  |           |            |            |            |
| Early intervention (Part C)  |           |            |            |            |
| Head Start/Early Head Start  |           |            |            |            |
| Community child care center  |           |            |            |            |
| Family child care  |           |            |            |            |
| School-based preK (private)  |           |            |            |            |
| Other  |           |            |            |            |
| Clinical setting (inpatient or outpatient)   |           |            |            |            |
| Not currently working (either retired, furloughed/laid off)  |           |            |            |            |

  

| 14. What professional roles do you currently have or have previously had in early childhood special education?<br>(check all that apply) | Currently |            | Previously |            |
|--|-----------|------------|------------|------------|
|  | Number    | Percentage | Number     | Percentage |
| Early childhood special education teacher  |           |            |            |            |
| Early interventionist  |           |            |            |            |
| Program director, principal, or other administrator  |           |            |            |            |
| Speech-language therapist or assistant   |           |            |            |            |
| Coach/mentor/master teacher  |           |            |            |            |
| Home visitor   |           |            |            |            |
| Lead teacher (child care, preK, Head Start, general ed)  |           |            |            |            |
| Early childhood family education (ECFE) staff  |           |            |            |            |
| Occupational therapist or assistant  |           |            |            |            |
| Early childhood special education paraprofessional   |           |            |            |            |
| Physical therapist or assistant  |           |            |            |            |
| K-12 special education teacher   |           |            |            |            |
| Family child care provider   |           |            |            |            |
| Assistant teacher (child care, preK, Head Start, general ed)   |           |            |            |            |
| Other - Coded  |           |            |            |            |

**15. If there is one thing you could do to improve recruitment and retention of early childhood professionals, what would it be?**

Number

Percentage

- Higher wages
- Mentoring and shadowing
- Administrative support
- Ongoing training
- Reduced paperwork
- Discuss birth to 3 careers in higher ed
- Lower/more realistic caseloads
- Reduced stress
- Diversity/Equity
- In class support

COVID-19 IMPACTS

**16. How has your most recent job(s) been impacted by COVID-19? (N=455)**

Number

Percentage

- My hours stayed the same
- I could work from home
- I was trained on health and safety protocols
- I was trained on virtual learning methods or tools
- I took on more duties or responsibilities
- I had access to paid sick time
- My duties or responsibilities stayed the same
- I was able to flex my schedule
- My duties or responsibilities were reduced
- None of these
- I voluntary reduced my hours
- I was furloughed or laid off
- My hours were reduced by my employer
- I wasn't offered any additional training
- Other - trained myself on new skills*
- Other - changed jobs*
- Other - more scheduling demands*
- Other - increased computer time*
- Other - increased documentation required*
- Other - left out of trainings available to other staff*
- Other - more expected without increased compensation*
- Other - retired prior to covid*
- Other - too many mandatory in person meetings and trainings*

## LEFT THE FIELD

| 17. Are you currently employed in the early childhood field and working with a child with a disability? | Number | Percentage |
|---|--------|------------|
| Yes   |        |            |
| No, I am working in another field   |        |            |
| No, I am retired  |        |            |
| No, I am furloughed   |        |            |
| No, I am seeking employment in another field  |        |            |
| No, I am seeking employment in the early childhood field  |        |            |
| <b>Grand Total</b>  |        |            |

*If respondents were in another field, retired, or seeking employment in another field, they were asked the following questions.*

| 18. What are you doing now that you are not in the early childhood special education field? (check all that apply) | Number | Percentage |
|--|--------|------------|
| Working in related field (general education, psychology, social work)  |        |            |
| Still in my profession by in a different setting (clinical, working with older populations of children or adults)  |        |            |
| I'm retired or not working   |        |            |
| <i>Other - Admin</i>   |        |            |
| <i>Other - sub</i>   |        |            |
| <i>Other - working part time</i>   |        |            |

| 19. What factors influenced your decision to leave the field? (check all that apply) | Number | Percentage |
|--|--------|------------|
| Compensation was too low   |        |            |
| Lack of growth opportunities   |        |            |
| I retired  |        |            |
| Lack of respect for my profession from others  |        |            |
| Lack of paid time off  |        |            |
| This was never my career path  |        |            |
| I went back to school  |        |            |
| Health insurance or other benefits   |        |            |
| Family/own children  |        |            |
| Financial debt   |        |            |
| I did not have the professional supports I needed                                    |        |            |
| COVID-19   |        |            |
| Values of the profession didn't match my own   |        |            |
| My own medical issues  |        |            |
| I felt isolated  |        |            |
| Licensing requirements were burdensome   |        |            |
| I faced discrimination or lack of opportunities because of my race/ethnicity         |        |            |
| <i>Other - other job in education</i>  |        |            |
| <i>Other - wanted to work on systems change</i>                                      |        |            |