

## Early Care and Education Professional Survey Summary

### Question 1 – What county are you located in?

Nearly 1100 people took this survey from all seven regions.

	Respondents to Survey	Percent of survey	In RISE	Percentage of facilities in RISE	Percent responded to survey by what's in RISE
Region 1	118	11%	867	12%	14%
Region 2	74	7%	622	8%	12%
Region 3	183	17 %	1374	19%	13%
Region 4	389	35%	2237	32%	17%
Region 5	105	9%	759	10%	14%
Region 6	125	12%	653	9%	19%
Region 7	101	9 %	693	10%	14%
Total	1095	100%	7205	100%	16%

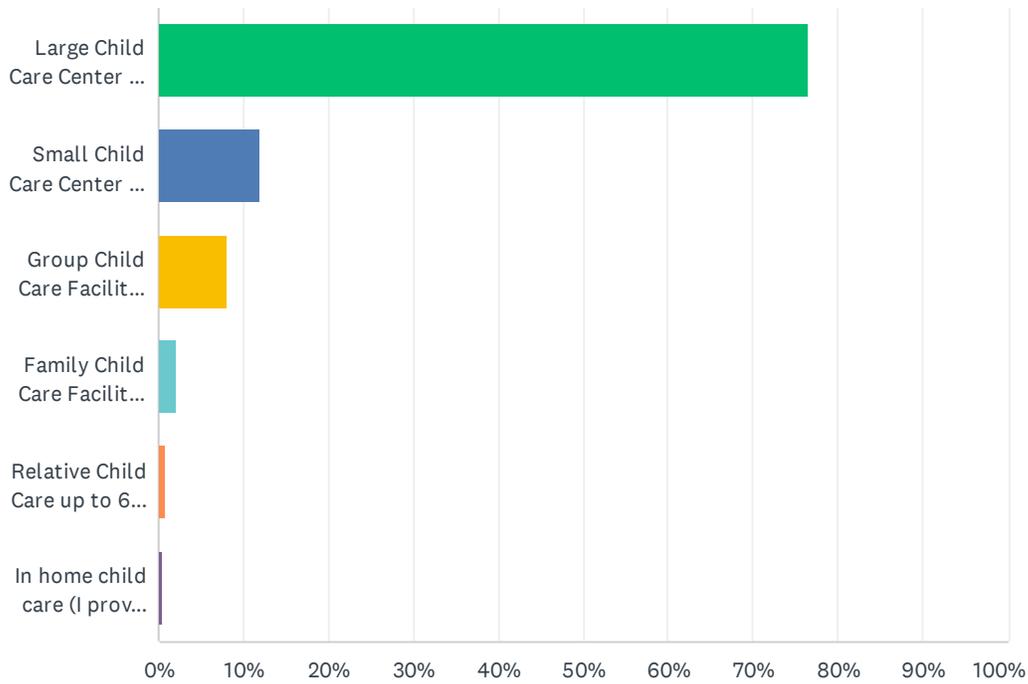
### Question 2- Length of time in child care and education

- Under 1 year 17%
- 1 to 3 years 22%
- 4 to 5 years 10%
- 6 to 10 years 13%
- 11 to 20 years 17%
- 21 to 30 years 10%
- 31 to 40 years 10%
- 41+ years 1%

Nearly 50% of early care and education professionals have been in the field for less than 5 years.

### Q3 What kind of center or program do you currently work in?

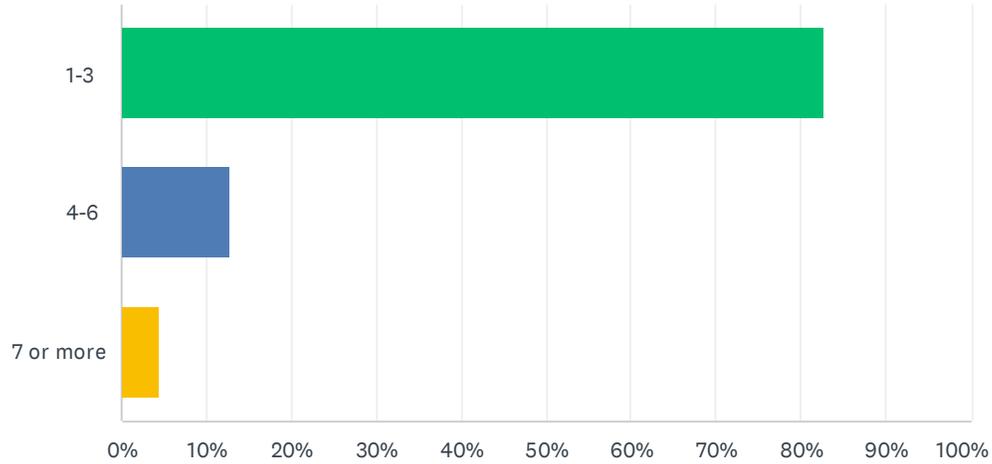
Answered: 1,095 Skipped: 0



ANSWER CHOICES	RESPONSES	
Large Child Care Center 26 or more children	76.53%	838
Small Child Care Center 25 or fewer children	11.96%	131
Group Child Care Facility Up to 12 children	8.13%	89
Family Child Care Facility Up to 6 children	2.10%	23
Relative Child Care up to 6 related children	0.82%	9
In home child care (I provide care in a child's own home)	0.46%	5
<b>TOTAL</b>		<b>1,095</b>

## Q4 During your career, how many early care and education programs have you worked in?

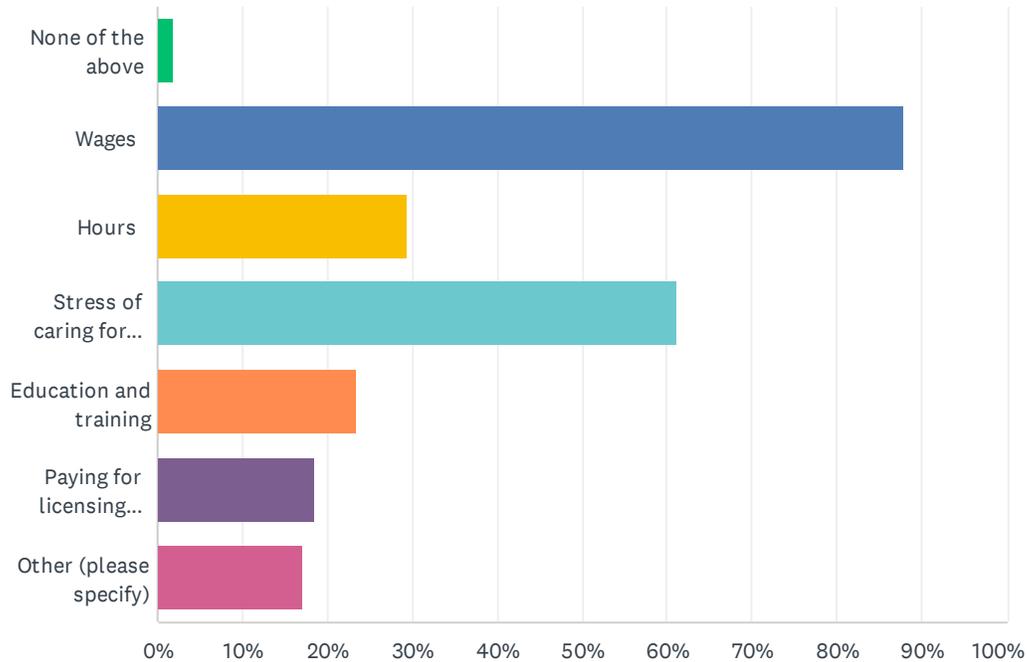
Answered: 1,095 Skipped: 0



ANSWER CHOICES	RESPONSES
1-3	82.65% 905
4-6	12.88% 141
7 or more	4.47% 49
TOTAL	1,095

## Q5 What do you believe are the key factors that lead to staff turnover in child care?

Answered: 1,095 Skipped: 0



ANSWER CHOICES	RESPONSES
None of the above	1.83% 20
Wages	87.76% 961
Hours	29.50% 323
Stress of caring for children	61.28% 671
Education and training	23.47% 257
Paying for licensing requirements	18.54% 203
Other (please specify)	16.99% 186
Total Respondents: 1,095	

#	OTHER (PLEASE SPECIFY)	DATE
1	Demand of responsibilities vs. compensation and training are disproportionate	12/15/2022 10:57 AM
2	Patience. I think it takes a certain kind of person to work with children, and some people just can't.	12/13/2022 11:57 AM
3	I don't have staff. It's just me	12/13/2022 11:43 AM
4	Personal issues	12/13/2022 11:40 AM
5	lack of support	12/13/2022 11:29 AM

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6	Personal issues	12/13/2022 11:40 AM
7	lack of support	12/13/2022 11:29 AM
8	Overwhelmed with so many children and not enough teachers or care providers	12/13/2022 11:26 AM
9	Tension with coworkers/management	12/13/2022 10:32 AM
10	Drama between teachers	12/13/2022 10:20 AM
11	Work environment	12/13/2022 10:19 AM
12	There should be more adults per kids	12/13/2022 10:17 AM
13	Disagreements between staff and management	12/13/2022 10:15 AM
14	Most places I have taught do not value or respect their staff.	12/13/2022 10:08 AM
15	Management	12/12/2022 5:32 PM
16	Lack of empathy for children	12/12/2022 5:09 PM
17	People simply not being qualified enough to work with children trying to then realizing it's not what they expected and quit.	12/12/2022 5:03 PM
18	Unmotivated employees hired	12/12/2022 4:44 PM
19	Disrespect for the profession; difficult parents; more appealing jobs elsewhere; natural life changes	12/12/2022 4:37 PM
20	Lack of recognition and support from administration	12/12/2022 2:01 PM
21	Not having our own facility	12/12/2022 1:45 PM
22	Bad employers	12/12/2022 1:35 PM
23	Being held responsible	12/12/2022 1:13 PM
24	Management	12/12/2022 1:11 PM
25	Lack of flexibility	12/12/2022 1:09 PM
26	Not enough help/staff in classes	12/12/2022 11:42 AM
27	Other employees	12/12/2022 11:38 AM
28	Insufficient Staffing	12/12/2022 11:36 AM
29	Management	12/12/2022 11:35 AM
30	Management	12/12/2022 11:31 AM
31	Entering the business for the wrong reasons	12/12/2022 11:11 AM
32	help, not enough teachers	12/12/2022 10:42 AM
33	Fewer benefits	12/12/2022 10:40 AM
34	very hard work. Little pay, appreciation & growth	12/12/2022 10:35 AM
35	Honestly everything above	12/9/2022 9:56 AM
36	All the above	12/9/2022 9:31 AM
37	Not enough support from management	12/9/2022 9:29 AM
38	Staff shortage stress	12/9/2022 9:22 AM
39	No benefits	12/1/2022 6:32 AM
40	the process for maintaining certificates	11/30/2022 10:40 AM
41	paying wage, Not good benefits, Treated Unfairly, over worked,	11/28/2022 11:53 AM
42	Time to get everything done to work.	11/27/2022 11:22 PM

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43	Stress; many young people have never had a job before, and lack experience in working with children.	11/27/2022 6:55 PM
44	lack of respect for expertise	11/27/2022 3:14 PM
45	No real benefits	11/24/2022 10:40 AM
46	Lack of the most basic benefits	11/23/2022 3:13 PM
47	Lonliness	11/23/2022 11:21 AM
48	Organization and leadership	11/23/2022 9:33 AM
49	Poor management	11/23/2022 1:03 AM
50	New people need to have a better understanding of the job requirements before hired.	11/22/2022 8:33 PM
51	Young adult ages of staff. Undecided age with what this age group wants to do in life.	11/22/2022 5:58 PM
52	Poor Scheduling	11/22/2022 5:40 PM
53	Not enough support from Director	11/22/2022 5:34 PM
54	The wait for licensing requirements	11/22/2022 3:48 PM
55	Staff getting along	11/22/2022 3:31 PM
56	Stress of dealing with difficult parents	11/22/2022 3:24 PM
57	Insurance	11/22/2022 2:03 PM
58	Lack of benefits	11/22/2022 1:17 PM
59	Lack of respect for EC teachers. By in large EC teachers are not held in equal esteem as an elementary teacher. EC jobs are often filled by people who have no formal training in the field, although an unskilled worker flounders in this field. EC Teachers do not get designated planning time... other than when kids may be napping! What other field operates like this? Professionals can't operate under these conditions.	11/22/2022 12:56 PM
60	I think a lot of people come in thinking it's really easy to care for children and they soon realize that it is in fact a hard job with little pay. Depending on the center, there is also a lot of immature behavior by the adults who are caring for the children.	11/22/2022 12:49 PM
61	Dealing with children who are physically or emotionally abusive	11/22/2022 12:29 PM
62	Covid	11/22/2022 12:14 PM
63	We don't seem to have trouble finding staff now that we've increased our wages but inevitably we lose people to higher paying jobs. It adds a ton of stress and dissatisfaction to the job when people don't take the job seriously and call in sick all the time. It is so unfair to the rest of the team and causes really low morale.	11/22/2022 12:03 PM
64	Parents	11/22/2022 11:59 AM
65	Daycare management	11/22/2022 11:57 AM
66	Management	11/22/2022 11:55 AM
67	incentives	11/22/2022 11:52 AM
68	Work environment	11/22/2022 11:52 AM
69	Stigma- do not recognize value of profession	11/22/2022 11:16 AM
70	Narc bosses	11/22/2022 11:14 AM
71	Stress from always being short staffed	11/22/2022 11:13 AM
72	Contact time with children vs prep time	11/22/2022 11:06 AM
73	Stress from administration/management - high expectations and little support	11/22/2022 11:01 AM
74	Leadership	11/22/2022 10:59 AM

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75	Young people who don't do there jobs or show up	11/22/2022 10:50 AM
76	Respectful leadership that values you.	11/22/2022 10:48 AM
77	High student to teacher ratio	11/22/2022 10:46 AM
78	administration/policies; conflict of philosophies	11/21/2022 2:43 PM
79	excess of responsibilities, little or no benefits of labor contracting	11/21/2022 11:59 AM
80	Challenging Parents	11/21/2022 11:06 AM
81	required vaccines	11/21/2022 7:22 AM
82	Younger adults taking the job but both being responsible enough to do their job.	11/20/2022 5:47 PM
83	Keeping on top of all the state's rules, which make it harder to adequately and safely care for the children.	11/20/2022 5:47 PM
84	Management	11/19/2022 8:30 PM
85	CPR	11/19/2022 8:08 PM
86	Parents	11/19/2022 6:54 PM
87	All of the above	11/19/2022 6:03 PM
88	Ratios and under staffed	11/19/2022 3:43 PM
89	Toxic work environments	11/19/2022 2:24 PM
90	Management/drama	11/19/2022 1:37 PM
91	Inadequate numbers of staff per child resulting in combining large numbers of kids of diverse ages together in one big room. Definitely difficult to keep kids safe and provide curriculum. Disheartening to a teacher!	11/19/2022 1:07 PM
92	Management	11/19/2022 12:25 PM
93	Lack of parent support	11/19/2022 11:51 AM
94	Problem children and not knowing how to serve them best	11/19/2022 11:44 AM
95	Difficulties with admin	11/19/2022 11:06 AM
96	Support from management/directors	11/19/2022 10:24 AM
97	Poor center management	11/19/2022 10:13 AM
98	Not enough support and adding on more regulations and responsibilities	11/19/2022 9:19 AM
99	bad management	11/19/2022 9:00 AM
100	There's not a lot of room for growth- not much else to do after teacher, and the wage caps out	11/19/2022 8:46 AM
101	Working with difficult parents	11/19/2022 8:44 AM
102	Management	11/19/2022 8:35 AM
103	Coworkers	11/19/2022 8:21 AM
104	High ratios, Management	11/19/2022 7:55 AM
105	Parents	11/19/2022 7:42 AM
106	Equipo	11/19/2022 7:35 AM
107	I have only had myself, so can't answer this question.	11/19/2022 7:34 AM
108	Management	11/19/2022 7:21 AM
109	Bad management	11/19/2022 7:03 AM
110	Inconsistent income for preschool aged children and providing preschool education. No government Assisstance makes it cost prohibitive to continue to provide this type of quality,	11/19/2022 6:57 AM

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	needed preschool education.	
111	Background checks	11/19/2022 6:56 AM
112	Not having good training on classroom management	11/19/2022 6:34 AM
113	Lack of supplies needed for the job	11/19/2022 5:40 AM
114	Negative workplace friendships	11/19/2022 2:58 AM
115	Overworked staff	11/19/2022 12:51 AM
116	The wage crisis is intense. I have had to literally fight tooth and nail for every penny I have earned in this industry. Many centers start out at our current Idaho minimum wage of \$7.25 an hour, with many choosing to go "higher" with wages starting at \$10 for full time 40 hour lead teaching positions. \$10x40hrs worked a week is \$400 minus taxes to live on, or \$1600 monthly. In our current economic climate, it is simply impossible for an individual to make enough to even break even, let alone save for any kind of emergency.	11/19/2022 12:39 AM
117	Administration not appreciating their staff	11/19/2022 12:33 AM
118	Family Needs	11/18/2022 1:39 PM
119	BACK GROUNDS TAKE SO LONE	11/18/2022 1:00 PM
120	Covid-19 requirements	11/18/2022 12:19 PM
121	Ratio of teacher to child	11/18/2022 9:30 AM
122	Constantly changing rules and regulations.	11/18/2022 7:06 AM
123	Poorly run environment	11/17/2022 8:07 PM
124	Work environment, self care, benefits.	11/17/2022 7:30 PM
125	wages and no benefits	11/17/2022 4:21 PM
126	Coworkers	11/17/2022 3:20 PM
127	Lack of benefits	11/17/2022 3:00 PM
128	Not feeling appreciated	11/17/2022 12:22 PM
129	Parents	11/17/2022 11:41 AM
130	no quality of life	11/17/2022 8:17 AM
131	Management not looking out for care of staff	11/16/2022 10:22 PM
132	The way you are treated by parents and extreme behavior of kids.	11/16/2022 3:27 PM
133	Management and Treatment of employees by leadership	11/16/2022 2:48 PM
134	Lack of support needed for complex children with behaviors	11/16/2022 2:03 PM
135	Feeling less than higher up, even after earning a BA degree and working over 20 plus years.	11/16/2022 1:38 PM
136	Love the kids listening ear	11/16/2022 1:33 PM
137	Difficult parent	11/16/2022 1:18 PM
138	Difficult parents with even more difficult children	11/16/2022 1:05 PM
139	How parents treat employees	11/16/2022 12:57 PM
140	Unrealistic and disconnected veiws from owners or directors	11/16/2022 12:53 PM
141	The disrespect from parents	11/16/2022 12:43 PM
142	Many staff members are in school and only stay for 1 semester	11/16/2022 12:33 PM
143	Having to pay for childcare while working in childcare	11/16/2022 12:18 PM
144	Motivation	11/16/2022 12:15 PM

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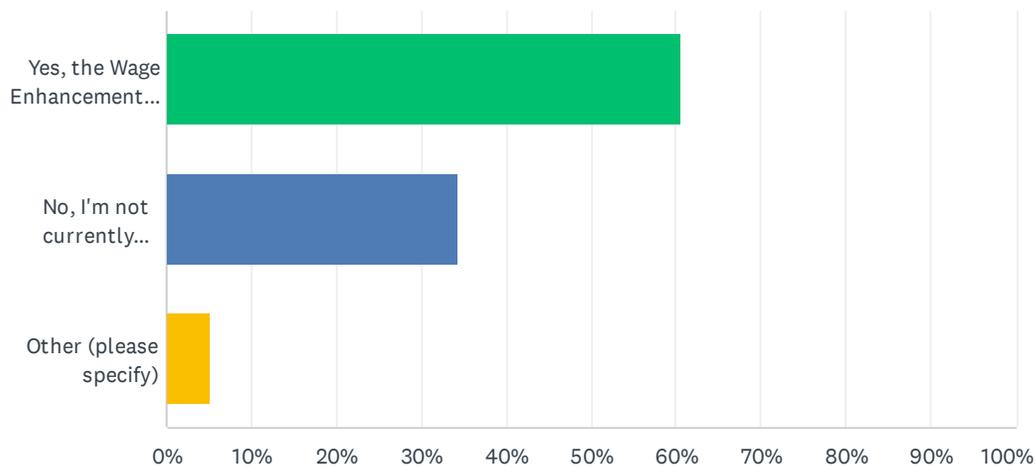
145	move to the professional field	11/16/2022 12:00 PM
146	Sick policies, kids repeatedly getting staff sick	11/16/2022 11:58 AM
147	Untrained people think it's an easy job.	11/16/2022 11:13 AM
148	Some people think that child care is an easy job until they work in a center.	11/16/2022 10:55 AM
149	benefits	11/16/2022 10:49 AM
150	Conflict between staff	11/16/2022 9:48 AM
151	Lack of benefits and inability to take time off	11/16/2022 9:39 AM
152	Staff ot being treated equal	11/16/2022 9:33 AM
153	Employer support and encouragement	11/16/2022 9:32 AM
154	Bad behaviors	11/16/2022 9:21 AM
155	Not enough benefits	11/16/2022 8:48 AM
156	Short staffing, no health insurance, no paid time off	11/16/2022 8:42 AM
157	lazy employees	11/16/2022 8:42 AM
158	Not feeling appreciated	11/16/2022 8:30 AM
159	Stress of working with families	11/16/2022 8:17 AM
160	Parents, for a plethora of reasons	11/16/2022 8:13 AM
161	Leadership team	11/16/2022 8:09 AM
162	Cruel management and lack of following regulations like ratios etc	11/16/2022 8:07 AM
163	Lack of management support	11/16/2022 7:59 AM
164	they don't realize how hard it is, they think of it as 'babysitting' can do what I want as long as the kids are feed and changed	11/16/2022 7:59 AM
165	Work environment and requirements	11/16/2022 7:58 AM
166	Lack of benefits (insurance etc)	11/16/2022 7:57 AM
167	Wages, the demands placed on the staff to deal with the issues that come in the door with the children (parent created), not being able to take time off for the lack of staff, this is a VERY demanding job with very little credit given to the staff for their hard work by the families that they serve and for very little money. Many times you can now go to fast food and make more money with BENEFITS!	11/16/2022 7:37 AM
168	Large ratios	11/16/2022 7:24 AM
169	Not given time to take a break, have days off, take care of mental health.	11/16/2022 7:10 AM
170	Understaffed centers adds extreme stress	11/16/2022 7:05 AM
171	Poor leadership	11/16/2022 6:52 AM
172	Lack of support from admin	11/16/2022 6:41 AM
173	Too high ratios and lack of support an resources and extra help for challenging behaviors and high needs	11/16/2022 6:37 AM
174	When they don't worry about staff safety	11/16/2022 6:30 AM
175	Lack of proper support from management in helping with high needs kids	11/16/2022 6:25 AM
176	All	11/16/2022 6:23 AM
177	Family	11/16/2022 6:12 AM
178	Poor support from directors/owners	11/16/2022 5:46 AM
179	Management	11/16/2022 5:26 AM

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180	Not long term career	11/16/2022 3:24 AM
181	Under staffed	11/16/2022 2:00 AM
182	Lack of support or assistance	11/16/2022 1:20 AM
183	childcare is treated like babysitting when it requires as much education and understanding as school teachers but with far less benefits and pay and far more restrictions understandably	11/16/2022 1:06 AM
184	Lack of management support during the stress of the job	11/16/2022 12:38 AM
185	Lack of respect for the responsibility of caring and educating children.	11/16/2022 12:30 AM
186	Health insurance	11/16/2022 12:23 AM
187	Management	11/16/2022 12:22 AM

## Q6 Are you currently receiving child care grants?

Answered: 1,095 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes, the Wage Enhancement Grant	60.55% 663
No, I'm not currently receiving grants.	34.34% 376
Other (please specify)	5.11% 56
<b>TOTAL</b>	<b>1,095</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Monthly grant Phase 4	12/13/2022 12:12 PM
2	I am not sure. I do know the Head Start gets grants.	12/13/2022 11:52 AM
3	IdahoStars Higher Education Grant	12/8/2022 5:14 PM
4	Grant	12/3/2022 5:01 PM
5	Phase 4 grants.	11/27/2022 11:22 PM
6	am expecting the \$1500 one, and plan on applying more often	11/23/2022 5:04 PM
7	Phase 4 grant	11/23/2022 11:54 AM
8	Just the center grant	11/23/2022 11:36 AM
9	Phase 4	11/23/2022 8:35 AM
10	Nutrition and active play and Idaho Phase 4	11/22/2022 10:50 PM
11	Phase 4	11/22/2022 3:55 PM
12	I am not receiving any and I am working for my parents for free so I can pay for the building, staff, and needs for the children. I take home nothing.	11/22/2022 3:48 PM
13	We receive grant money for our school based program.	11/22/2022 12:06 PM
14	I am an owner so I'm not eligible but my staff are receiving it	11/22/2022 12:03 PM
15	No, I am the director	11/22/2022 10:54 AM

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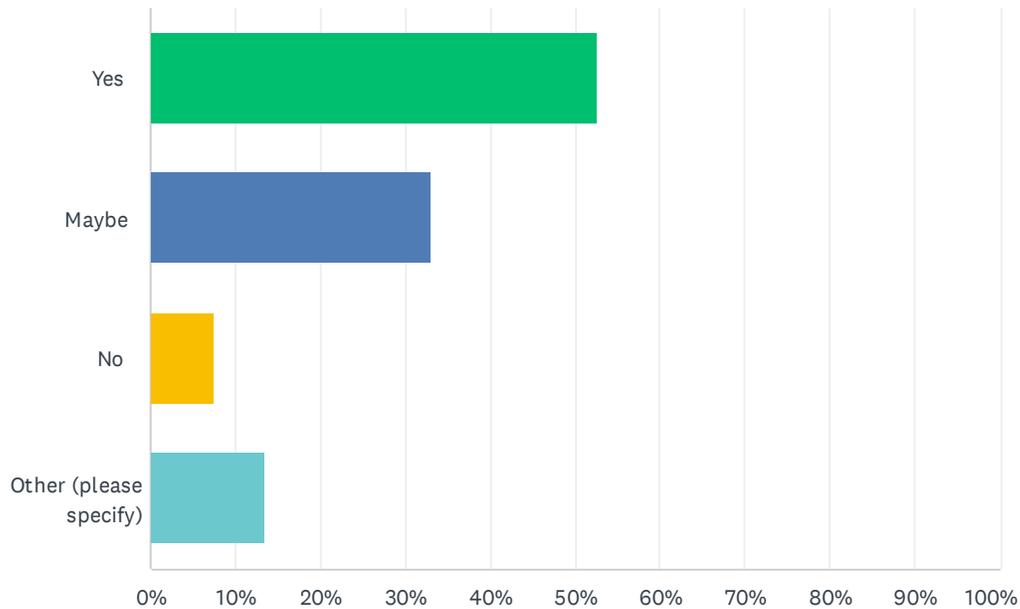
16	Phase 4 grant	11/22/2022 10:52 AM
17	I did qualify for the 1 1500.00 grant, hasn't arrived yet.	11/22/2022 10:46 AM
18	Phase 4	11/22/2022 10:44 AM
19	I work for Head Start so we do receive grant money to fund are program	11/22/2022 10:43 AM
20	We receive funding from Idaho AEYC and GEER II COVID funds	11/22/2022 10:43 AM
21	Emergency CARES	11/22/2022 9:41 AM
22	Head Start grants	11/21/2022 4:37 PM
23	Spring 2023 higher education grant	11/20/2022 10:10 PM
24	Annual \$600 reimbursement	11/20/2022 7:20 AM
25	phase 4	11/19/2022 7:30 PM
26	Idaho Community Program Grant	11/19/2022 4:23 PM
27	Stage 4 grant	11/19/2022 1:05 PM
28	Head Start Fed. Grant	11/19/2022 11:16 AM
29	I am the owner so I don't receive the wage enhancement, but do receive the Idaho Childcare Grants.	11/19/2022 9:13 AM
30	I'm the director	11/19/2022 8:46 AM
31	Nutrition & Active Play cohort grabt	11/19/2022 8:39 AM
32	United way two month approved	11/19/2022 5:00 AM
33	phase 4 grant	11/17/2022 4:21 PM
34	Phase 4 gramnt	11/17/2022 2:55 PM
35	nope owner	11/16/2022 4:03 PM
36	Didn't qualify since I work for a university	11/16/2022 2:48 PM
37	Participating with Lee Pesky trainings and idaho STARS cohort	11/16/2022 12:08 PM
38	I'm not personally, but I believe our school district does (I teach preschool SPED)	11/16/2022 10:20 AM
39	phase 4	11/16/2022 9:04 AM
40	They will not allow Head Start to participate, even though they should we are free to families and severely underpaid	11/16/2022 8:57 AM
41	I work for Head Start	11/16/2022 8:47 AM
42	Phase 4	11/16/2022 8:17 AM
43	Recently received tuition reimbursement	11/16/2022 8:07 AM
44	Stage 4	11/16/2022 7:52 AM
45	Phrase 4	11/16/2022 7:44 AM
46	Child Cre Emergency Grant	11/16/2022 7:37 AM
47	Phase 4	11/16/2022 7:30 AM
48	I'm an owner and I don't receive the grant funds.	11/16/2022 7:13 AM
49	I work for head start, we have grants but not sure which ones	11/16/2022 7:10 AM
50	We have applied	11/16/2022 6:09 AM
51	Phase Four	11/16/2022 5:52 AM
52	Idaho grant 3rd year	11/16/2022 5:46 AM

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53	Phase 4	11/16/2022 5:08 AM
54	grant phase 4	11/16/2022 1:06 AM
55	Business grant & schooling grant	11/16/2022 1:05 AM
56	My grant money just stopped, as my school was purchased by a new owner	11/16/2022 12:34 AM

## Q7 Once the grants run out and payments end, will you stay in child care?

Answered: 1,095 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	52.60% 576
Maybe	33.15% 363
No	7.40% 81
Other (please specify)	13.33% 146
Total Respondents: 1,095	

#	OTHER (PLEASE SPECIFY)	DATE
1	Not sure	12/13/2022 12:00 PM
2	I am currently teaching preschool after retiring from teaching public school. I may continue this.	12/13/2022 11:56 AM
3	I dont know if I am receiving these grants	12/13/2022 11:54 AM
4	I'm working on becoming a paralegal so the grants have nothing to do with me staying	12/13/2022 11:48 AM
5	My plan is to stay in the business. I love my job	12/13/2022 11:43 AM
6	Unknown	12/13/2022 11:26 AM
7	We may have to close	12/13/2022 11:25 AM
8	If/When I leave, it won't be due to grants.	12/13/2022 11:08 AM
9	I dont know	12/13/2022 11:02 AM
10	I will try very hard to	12/13/2022 10:34 AM
11	Work for Headstart. We are on a federal grant.	12/13/2022 10:30 AM

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12	Doesn't apply	12/13/2022 10:19 AM
13	Grants? How much? How long do they last	12/13/2022 10:15 AM
14	Yes- as long as I can make a comfortable living	12/12/2022 5:49 PM
15	I am not receiving grants and did not know they exist	12/12/2022 5:09 PM
16	Its hard to say, I will stay but if money gets hard I might have to consider something else.	12/12/2022 5:05 PM
17	My daycare already closed, from this summer. And I'm going to college	12/12/2022 5:03 PM
18	We will open; however, we will need to significantly raise our tuition rates (above market rate) to continue to pay the bills.	12/12/2022 4:37 PM
19	I will get a second job	12/12/2022 4:31 PM
20	Don't have grants	12/12/2022 4:20 PM
21	Do not need grant's at this time.	12/12/2022 1:25 PM
22	N/A	12/12/2022 1:10 PM
23	I'm not receiving any grant	12/12/2022 11:53 AM
24	Yes but hope for raise or grant continues	12/12/2022 11:46 AM
25	I don't think we have a grant. I plan on leaving once I go to college.	12/12/2022 11:38 AM
26	Temporarily; I have another career lined up	12/12/2022 11:36 AM
27	NA	12/12/2022 11:09 AM
28	I hope to move into children's counseling	12/12/2022 11:08 AM
29	yes, but the grant help so much	12/12/2022 10:42 AM
30	No grants	12/12/2022 10:40 AM
31	I will, but I have no grants.	12/8/2022 5:10 PM
32	Yes, but it motivates our staff	12/8/2022 2:37 PM
33	Not sure if we can make, we will see	12/3/2022 5:01 PM
34	I own the business so I have to but I may loose staff	12/1/2022 6:32 AM
35	Depends	11/30/2022 10:29 PM
36	I'm hoping I can. It doesn't look likely.	11/27/2022 11:22 PM
37	n/a	11/27/2022 3:14 PM
38	Yes but most likely to pick up part time job	11/26/2022 2:09 AM
39	It's probably going to be very difficult to make ends meet	11/23/2022 8:34 PM
40	We are uncertain	11/23/2022 11:36 AM
41	I do not receive grants	11/22/2022 10:10 PM
42	More state money for Quality Childcare needs to happen in our state of Idaho in order for people to work!	11/22/2022 5:58 PM
43	N/A	11/22/2022 3:24 PM
44	I hope so	11/22/2022 3:23 PM
45	Not applied	11/22/2022 1:17 PM
46	I will likely look for a job that pays better wages.	11/22/2022 12:56 PM
47	not receiving	11/22/2022 12:10 PM
48	As an owner I will do everything possible to keep my staff after the grant ends but I am	11/22/2022 12:03 PM

## Early Care and Education Professional Survey

	extremely worried about the impact	
49	no opinion	11/22/2022 11:46 AM
50	Worried about the expensive of food and wages	11/22/2022 11:33 AM
51	yes but have to find a second job	11/22/2022 11:04 AM
52	NA	11/22/2022 11:03 AM
53	I would love to, but with Three children who also need care I don't know if I will be able to	11/22/2022 10:52 AM
54	none	11/22/2022 10:43 AM
55	Our facility has said they will continue to honor the grant after it runs out	11/22/2022 9:12 AM
56	I Receive No Grants	11/21/2022 7:40 PM
57	I do not receive wage enhancement	11/21/2022 1:13 PM
58	N/A	11/21/2022 7:22 AM
59	i'm no receiving grants	11/20/2022 10:01 PM
60	I will because this is my passion and I am admin but I know most of my staff will not	11/20/2022 9:51 PM
61	N/A	11/20/2022 12:20 PM
62	I don't have grants	11/19/2022 9:47 PM
63	not receiving grants	11/19/2022 8:41 PM
64	will go back to being retired. Not receiving any grants.	11/19/2022 6:14 PM
65	NA	11/19/2022 2:18 PM
66	I don't know if we can keep it open without funding.	11/19/2022 1:52 PM
67	Am in school to get different career	11/19/2022 1:25 PM
68	N/A	11/19/2022 12:21 PM
69	Not applicable	11/19/2022 11:41 AM
70	I dont have a grant	11/19/2022 11:27 AM
71	I'm worried, It will be hard to take the money away. And then our wages will decrease. I don't think the business can pay us the difference.	11/19/2022 11:21 AM
72	Retirement eventually I'm getting old	11/19/2022 11:11 AM
73	I am not receiving any grants	11/19/2022 10:40 AM
74	Not receiving grants	11/19/2022 9:48 AM
75	N/A	11/19/2022 9:12 AM
76	I don't think my employees will leave if they don't get the grant, but I sure love giving it to them.	11/19/2022 8:46 AM
77	n/a	11/19/2022 8:18 AM
78	N/A	11/19/2022 7:26 AM
79	n/a	11/19/2022 7:24 AM
80	I do not accept the wage enhancement as the owner. I have 2 staff, and they are worried about paying bills once the grant runs out.	11/19/2022 6:57 AM
81	I love working in childcare. If wages were higher, I would stay forever.	11/19/2022 12:39 AM
82	Idaho really should make early childhood education teachers a priority and pay them more than is currently being offered	11/19/2022 12:28 AM
83	I love my job but bills are too high to stay at my location if it runs out	11/19/2022 12:25 AM

## Early Care and Education Professional Survey

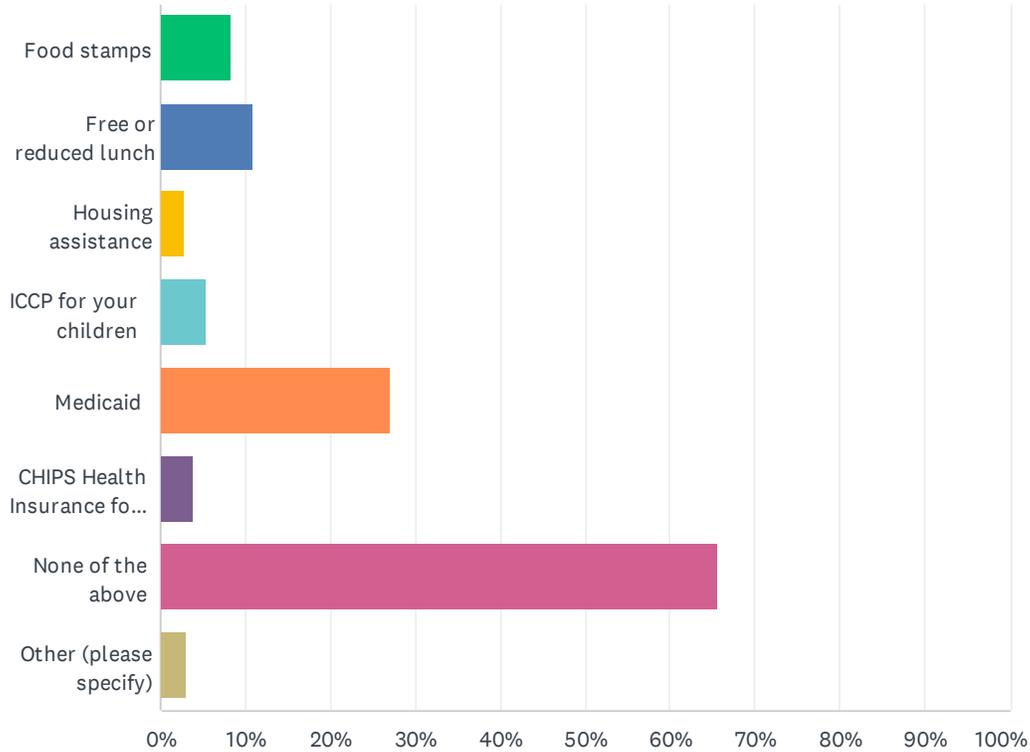
84	NA	11/18/2022 1:39 PM
85	Maybe in a different capacity	11/18/2022 9:30 AM
86	I don't receive any grants.	11/18/2022 7:50 AM
87	NA	11/18/2022 7:06 AM
88	No grant	11/18/2022 12:07 AM
89	Unknown	11/17/2022 9:14 PM
90	Not receiving grants	11/17/2022 8:16 PM
91	NA	11/17/2022 6:23 PM
92	I'll have to raise my rates so that I can increase my employee's wages and then I'll see if any of my families can afford childcare. I might have to close!	11/17/2022 4:21 PM
93	It won't be a livable wage	11/17/2022 3:52 PM
94	I love working in Early Childhood Education, but it makes it very difficult to pay all my bills.	11/17/2022 1:56 PM
95	N/A	11/17/2022 12:39 AM
96	If I can keep staff	11/16/2022 8:52 PM
97	I'm counting on that money, it will be a big loss	11/16/2022 7:11 PM
98	If I can afford to stay, prices are going up on everything, there's going to be a big drop when the grant is over, trying to save as much as I can!	11/16/2022 3:27 PM
99	J	11/16/2022 3:09 PM
100	Will be retiring	11/16/2022 2:49 PM
101	Incentives are nice to pay off debt but I also like teaching	11/16/2022 2:48 PM
102	Na	11/16/2022 2:24 PM
103	no child care grants	11/16/2022 1:38 PM
104	Not getting grants	11/16/2022 1:06 PM
105	Hopefully! I absolutely love what I do, but I need to be able to afford my living expenses. There is not enough money in childcare and this crisis hasn't been taken seriously enough.	11/16/2022 12:56 PM
106	Only to finish that school year	11/16/2022 12:53 PM
107	We need the grant otherwise not sure we could stay open.	11/16/2022 12:43 PM
108	Hopefully if raises come thru	11/16/2022 12:31 PM
109	no grants	11/16/2022 12:17 PM
110	Not unless the center starts paying more than 7.25 an hour	11/16/2022 11:58 AM
111	n/a	11/16/2022 10:49 AM
112	Not applicable	11/16/2022 10:15 AM
113	no grants	11/16/2022 10:15 AM
114	Does not apply	11/16/2022 9:16 AM
115	depends on enrollment	11/16/2022 9:04 AM
116	na	11/16/2022 8:47 AM
117	We are federally funded	11/16/2022 8:47 AM
118	I do not receive them because I don't work directly with children, however I am terrified I will lose employees if it runs out.	11/16/2022 8:43 AM
119	Not receiving grants	11/16/2022 8:42 AM

## Early Care and Education Professional Survey

120	Yes, I am working while going to school	11/16/2022 8:28 AM
121	It all depends on if I can live on my own without making that extra money. It has really helped out a lot especially with the cost of living and how everything has gone up the past couple of years. In the last year my rent had doubled and the cost of food has gone up a lot along with the price of gas. With out the grant I would be on the street right now even though I have a job. Because it doesn't pay enough to pay all the bills plus food and gas. I make a little to much to get any help with food stamps and cant get on housing assistance because its been closed or the wait is to long.	11/16/2022 8:18 AM
122	I am a director so I did not receive the wage enhancement Grant personally but my center does.	11/16/2022 8:13 AM
123	I don't get the grant money. I think because we are a federally funded program	11/16/2022 8:06 AM
124	I'm not receiving any grants.	11/16/2022 7:58 AM
125	Maybe another center that pays more	11/16/2022 7:57 AM
126	Hope to be able to afford to stay open	11/16/2022 7:52 AM
127	I do not know that I will be able to charge enough to pay for the wages that I am now paying to retain staff and afford the cost of living in our area. Groceries alone have increased over 50%!	11/16/2022 7:37 AM
128	Not receiving grant	11/16/2022 7:24 AM
129	?	11/16/2022 7:21 AM
130	Hope so	11/16/2022 7:14 AM
131	Have never been eligible for grants at Shepherd of the Valley Preschool.	11/16/2022 7:14 AM
132	I don't receive the grant funds for myself but I am worried that some of my staff will leave.	11/16/2022 7:13 AM
133	Not receiving grants	11/16/2022 7:08 AM
134	I don't deal with the grants	11/16/2022 6:57 AM
135	I hardly make enough with the grant	11/16/2022 6:54 AM
136	Not receiving	11/16/2022 6:48 AM
137	Yes I will stay but it has been a necessity for my family with the cost of living increases.	11/16/2022 6:29 AM
138	I am leaving child care in January regardless of the grant	11/16/2022 6:25 AM
139	Not applicable but yes I would	11/16/2022 6:12 AM
140	I cannot afford rent even though I love what I do. I'm living with my parents to be able to continue job in early Ed	11/16/2022 6:12 AM
141	Not currently receiving grants and I'm in this for the kids and the families not pay	11/16/2022 6:10 AM
142	But also the Grant helps	11/16/2022 4:43 AM
143	Answer was no above	11/16/2022 2:44 AM
144	Not receiving	11/16/2022 2:00 AM
145	I am currently looking for a new career unfortunately	11/16/2022 12:38 AM
146	yes but will have to get a second job.	11/16/2022 12:05 AM

## Q8 Do you or your family qualify for the following public assistance? Please mark all the apply

Answered: 1,095 Skipped: 0



ANSWER CHOICES	RESPONSES	
Food stamps	8.22%	90
Free or reduced lunch	10.78%	118
Housing assistance	2.74%	30
ICCP for your children	5.39%	59
Medicaid	27.03%	296
CHIPS Health Insurance for your children	3.93%	43
None of the above	65.75%	720
Other (please specify)	3.01%	33
Total Respondents: 1,095		

#	OTHER (PLEASE SPECIFY)	DATE
1	On Social Security	12/13/2022 11:58 AM
2	I would qualify for all of these if I was not married.	12/13/2022 11:50 AM
3	Our son is on Medicaid due to ASD	12/13/2022 11:08 AM

## Early Care and Education Professional Survey

4	With just my income I would have to use public assistance, but my spouse makes enough to get by.	12/13/2022 10:30 AM
5	Not sure	12/12/2022 4:42 PM
6	I work hard to stay off of any of these	12/12/2022 10:35 AM
7	WIC	12/4/2022 6:58 PM
8	I don't receive these, but my daughter lives with me and gets a little in food stamps and Medicaid for her kids	11/23/2022 5:04 PM
9	health insurance	11/22/2022 1:57 PM
10	Wic	11/22/2022 11:17 AM
11	WIC	11/22/2022 10:42 AM
12	Assistance with health insurance	11/21/2022 4:42 PM
13	Probably qualify but won't apply	11/20/2022 7:20 AM
14	WIC	11/20/2022 12:54 AM
15	WIC	11/19/2022 12:21 PM
16	Never applied	11/19/2022 11:27 AM
17	I need public assistance, but don't qualify	11/19/2022 10:25 AM
18	No	11/19/2022 8:35 AM
19	APTC for health insurance	11/19/2022 12:55 AM
20	never applied for assistance	11/17/2022 4:21 PM
21	Maybe housing assistance. Not sure.	11/17/2022 1:01 PM
22	Wic	11/16/2022 8:48 PM
23	A	11/16/2022 4:26 PM
24	I don't know if I qualify	11/16/2022 4:11 PM
25	6	11/16/2022 3:09 PM
26	Wic	11/16/2022 12:40 PM
27	Katie Beckett through medicaid.	11/16/2022 12:08 PM
28	My son has Cerebral Palsy and is on Medicaid- Katie Beckett program	11/16/2022 8:33 AM
29	I have no children.	11/16/2022 8:18 AM
30	I have no idea	11/16/2022 6:30 AM
31	Medicaid due to disability for me only	11/16/2022 6:12 AM
32	WIC	11/16/2022 1:03 AM
33	Pell Grant	11/16/2022 12:32 AM

## Q9 What is the biggest challenge you face as an early care and education professional?

Answered: 989 Skipped: 109

#	RESPONSES	DATE
1	Wages are a huge challenge being a mom of 4. Inflation and housing being so hard to find affordable	12/28/2022 10:24 AM
2	Children are undisciplined , no boundaries, no rules, no consequences, for poor choices so I worry about their learning skills and how they can focus to learn when I have three and four year olds trying to tell me how things should be done . That is scary !	12/26/2022 11:52 AM
3	It would have to be reported an incident report to a parent or family member . Most families are understanding of the accidents that happen in child care and then there is some who complain .	12/21/2022 10:10 PM
4	I love my job, and I love the kids that i get the privilege of working with every day, but the wage that comes with this job at my facility is very hard to live on.	12/21/2022 10:09 PM
5	Keeping up with the fast paced environment, and dealing with staff shortages.	12/21/2022 10:07 PM
6	Working with kids who show persistent challenging behaviors, but that's why I want to work with them.	12/21/2022 10:06 PM
7	Understanding how to handle children who refuse to listen.	12/21/2022 9:10 PM
8	There is no challenge, I try to do the child's basic education well	12/21/2022 8:22 PM
9	Wages	12/21/2022 8:10 PM
10	Exhaustion and not being financial stable enough. I can't live off of 16 bucks an hour.	12/21/2022 8:09 PM
11	Paying for supplies in my room. Such as toys, coloring materials, and craft materials.	12/21/2022 8:06 PM
12	Picking up kids and dropping off	12/21/2022 8:05 PM
13	Nothing really.	12/21/2022 8:00 PM
14	The overwhelming feeling of it all	12/21/2022 7:59 PM
15	My biggest struggle is funding for projects and different things for my classroom.	12/21/2022 7:57 PM
16	The hippocampus is important in the transition between short and long term memory	12/21/2022 7:55 PM
17	By training in a more advanced way, child care hours are long and continuous. This doesn't leave much time to get into college. apart from the fact that the salary is not very high	12/21/2022 7:54 PM
18	My CDA	12/21/2022 7:53 PM
19	The lack of mental health and self care resources and support in the classroom.	12/21/2022 7:47 PM
20	for all children to learn something new for their next step in life	12/21/2022 7:45 PM
21	My biggest challenge is to be able to control a large group of 12 children and pay attention.	12/21/2022 7:44 PM
22	Behavior and education	12/21/2022 7:42 PM
23	Sickenesses	12/21/2022 4:05 PM
24	Los bajos sueldos y el poco reconocimiento ante la magnitud de la responsabilidad.	12/21/2022 4:04 PM
25	Having enough staff for my children	12/21/2022 2:37 PM
26	Not making enough money. Hard work low pay. Sick often from stress and children being sick.	12/16/2022 7:30 PM
27	Low pay and long hours	12/13/2022 12:12 PM

## Early Care and Education Professional Survey

28	Ratio of children to teacher should be smaller. Also the wages are not sufficient to maintain a family.	12/13/2022 12:00 PM
29	Staff ratios hardest in 2-3 year old class. LACK OF SPACE, both indoors and out. Also, RISE education usually scheduled during working hours. Need to be able to access more education on our own time.	12/13/2022 11:58 AM
30	Stress, and facing challenging behaviors.	12/13/2022 11:57 AM
31	Being able to with children who are not prepared to learn.	12/13/2022 11:56 AM
32	mine would be the wages are not enough for todays econimony	12/13/2022 11:55 AM
33	Too many Demands- COVID testing and masking, high work load for little pay. No appreciation or recognition.	12/13/2022 11:54 AM
34	Having enough time to get everything done.	12/13/2022 11:52 AM
35	The biggest challenge that we face is not knowing from year to year if our program will continue due to funding.	12/13/2022 11:50 AM
36	Stress from not making as much as I use to from a previous employer. Stress from caring for children all day everyday.	12/13/2022 11:48 AM
37	License Requirements	12/13/2022 11:44 AM
38	Getting full time children. Since Covid everyone is requesting part time care. And balancing part time kids schedules with daily counts is a juggling and financial act	12/13/2022 11:43 AM
39	Staffing turnover and paying enough to retain staff but still make our budget	12/13/2022 11:41 AM
40	Hiring qualified people and Keeping people.	12/13/2022 11:40 AM
41	Wages, no health insurance, working on weekends and nights and through holidays- high workload	12/13/2022 11:39 AM
42	Stress on employees due to COVID and wages	12/13/2022 11:37 AM
43	Stress due to difficulty finding enough staff to have the needed coverage for the children in our care.	12/13/2022 11:36 AM
44	Getting the kids to stay focused	12/13/2022 11:35 AM
45	Having the kids to listen to you!	12/13/2022 11:33 AM
46	The learning curve of joining the field. There are many resources, but it is a bit overwhelming in the beginning.	12/13/2022 11:31 AM
47	training on challenging behaviors	12/13/2022 11:29 AM
48	No backup for when you're sick or have a family emergency. Having to go to work with a sinus infection, liquid in the lungs, and diarrhea. Parents expecting so much more than you can do. Wanting you to fix their child's behavior. Other parents getting upset because you can't help them too. There isn't space, they are over-income, and so on.	12/13/2022 11:26 AM
49	Having enough staff and being able to pay a decent wage to staff	12/13/2022 11:25 AM
50	Finding Employees	12/13/2022 11:23 AM
51	Being understaffed and not being in ratios	12/13/2022 11:22 AM
52	The stress of caring for multiple children at once.	12/13/2022 11:19 AM
53	Knowing what to do with kids that were not allowed to go anywhere, including parks, etc., due to COVID19. This is a new kind of kid.	12/13/2022 11:08 AM
54	Stress	12/13/2022 11:02 AM
55	Trying to work while getting a degree.	12/13/2022 11:01 AM
56	Behavioral kids have become a real challenge for us. We are seeing more and more everyday. This is very difficult for staff	12/13/2022 11:00 AM

## Early Care and Education Professional Survey

57	Understaff and overwhelming children at the same time is a hard challenge	12/13/2022 10:57 AM
58	Low pay and an under valued profession..... the lack of support of early childhood education programs .	12/13/2022 10:45 AM
59	Getting sick from the kiddos and not having paid sick days off	12/13/2022 10:41 AM
60	Long hours	12/13/2022 10:35 AM
61	Not having the income to advance into a bigger facility	12/13/2022 10:34 AM
62	Additional support would sometimes be ideal for large groups of children. Wages are also pretty low and I think it would be fair if teachers were paid their normal hourly rate for the hours they spend completing required training.	12/13/2022 10:32 AM
63	For me at this point it is knowledge. I am relatively new to this career, it does make it better the more I learn.	12/13/2022 10:30 AM
64	Not enough workers and high stress	12/13/2022 10:29 AM
65	Morale	12/13/2022 10:26 AM
66	Time off for appointments and to regroup	12/13/2022 10:24 AM
67	Income is too low	12/13/2022 10:23 AM
68	Stress management, parents, and inter-staff difficulties.	12/13/2022 10:22 AM
69	Not being able to hold multiple kids at once .	12/13/2022 10:20 AM
70	More adults to kids.	12/13/2022 10:17 AM
71	Not enough time and support to do special projects.	12/13/2022 10:15 AM
72	Not making enough,so not able to save for the future. Also working a lot of hours and not having time or energy to do required training so burnout	12/13/2022 10:12 AM
73	It took a long time to find employment at a school that valued their teachers, ratios, hours and respect. I do not make a lot of money but I love what I do and am grateful for the school I teach at and the way they treat their teachers	12/13/2022 10:08 AM
74	support for young parents	12/12/2022 5:55 PM
75	Feeling like I don't get paid enough for the work that I have to do.	12/12/2022 5:54 PM
76	There's a learning curve when it comes to taking care of children. I have a hard time finding the balance between friendliness and authority	12/12/2022 5:50 PM
77	The behaviors and tools to manage those behaviors. It is very time consuming both in my work life and personal life	12/12/2022 5:49 PM
78	Trying to find ways to challenge all of the children due to such a diverse age group.	12/12/2022 5:46 PM
79	Providing things my class needs out of pocket.	12/12/2022 5:44 PM
80	Keeping enough supplies and ideas of activities for the kids	12/12/2022 5:42 PM
81	The pay is not a living wage.	12/12/2022 5:37 PM
82	NA	12/12/2022 5:34 PM
83	the stress of remaining patient.	12/12/2022 5:33 PM
84	Being able to provide one on one time to struggling children	12/12/2022 5:32 PM
85	Wage	12/12/2022 5:30 PM
86	Childcare centers don't pay enough money for the stress we deal with on a daily basis. Our jobs are hard. They are mentally, emotionally, and physically draining and teacher aren't being compensated for the work they are actually doing. So you have teachers but they same amount of kids. It makes it more stressful on top of all of the other things we deal with.	12/12/2022 5:29 PM
87	Finding ways to keep the children occupied and dealing with out of hand kids to get them calmed down	12/12/2022 5:27 PM

## Early Care and Education Professional Survey

88	Help children with special needs, they need more extra time and sometimes it is difficult when I do not have help in my classroom, to give the quality time to that kid helping to learn.	12/12/2022 5:26 PM
89	Working long hours but not being paid enough	12/12/2022 5:25 PM
90	Being able to maintain steady, stable hours. Enough to at least make a paycheck!	12/12/2022 5:24 PM
91	Low pay; turnover of quality teachers	12/12/2022 5:22 PM
92	How to multitask while keeping your cool sometime when you have a million other things to do with multiple kids on your hip can be stressful	12/12/2022 5:19 PM
93	Learning to live with the paycheck that I get	12/12/2022 5:18 PM
94	Concious discipline	12/12/2022 5:17 PM
95	Bustop too far fir schoo age childern.	12/12/2022 5:16 PM
96	Defiantly the low wages	12/12/2022 5:15 PM
97	Being a good teacher for the kids.	12/12/2022 5:10 PM
98	Most training is either too simplistic or too costly to be effective. This leads to situations where I can identify a student with extreme needs, but do not know how to meet said needs.	12/12/2022 5:09 PM
99	I find that the wages are not enough. I also find that the fees for licensing to be expensive and not covered by my employer.	12/12/2022 5:08 PM
100	Feeling appreciated.	12/12/2022 5:06 PM
101	The biggest challenge is feeling like I do not have enough eyes to watch the kids. Another challenge is struggling with making sure there are enough people in the building when there are alot of callouts. Days with when alot of people call out can be very overwhelming.	12/12/2022 5:05 PM
102	Constantly being understaffed and under paid	12/12/2022 5:04 PM
103	The teachers not being qualified to work with the kids so they burst and get angry.. and the stress from the parents during covid	12/12/2022 5:03 PM
104	Wages of taking care of the kids and dealing with parents	12/12/2022 5:01 PM
105	i feel as if I do so much for the kids, parents, other teachers and center in general but my wage doesn't reflect that work.	12/12/2022 5:00 PM
106	I think a lot of what is rough for me is when I'm having an off day and the kids are a bit more moody or rowdy than usual and it just gets on my nerves. I think getting used to being around kids all the time is the biggest challenge.	12/12/2022 4:59 PM
107	Wasn't given the proper training	12/12/2022 4:52 PM
108	When the kids start talking down on themselves or the other kids in the class.	12/12/2022 4:51 PM
109	Financial	12/12/2022 4:50 PM
110	Small wages and a stressful workload with short staffing due to being unable to pay employees basic wages.	12/12/2022 4:49 PM
111	Getting the teachers what they need as well as students	12/12/2022 4:46 PM
112	Being valued in my position and being able to afford the cost of living on a very low salary	12/12/2022 4:45 PM
113	Finding ways to work with difficult children	12/12/2022 4:44 PM
114	Being short staffed	12/12/2022 4:43 PM
115	The stress of getting things done on time	12/12/2022 4:42 PM
116	Burnout	12/12/2022 4:39 PM
117	Not having enough income to provide for my family	12/12/2022 4:38 PM
118	Staffing: Teachers, Coordinators, and Bus Drivers. Consistency & Continuity. It takes awhile for staff to understand expectations (almost a year to really start to make progress) but most	12/12/2022 4:37 PM

## Early Care and Education Professional Survey

leave 5-7 months into the job. Therefore, programs like Pyramid Model, Steps to Quality, etc. don't get enough traction to make an impact.

119	I feel like the biggest challenge I face right now is having enough teachers in our classroom and keeping them.	12/12/2022 4:35 PM
120	Love and helping family s	12/12/2022 4:34 PM
121	My biggest challenge is keeping children engaged in the work or centers they play with.	12/12/2022 4:31 PM
122	Dealing with yhe parents.	12/12/2022 4:28 PM
123	I would say having adequate computer programs to make record keeping more efficient. As I am an in home provider, the large center programs don't suffice for me.... And for taxes.... It's such a headache every year to add up all of my receipts and have to subtract all of my payments and account for time space percentage ... by hand... on all of my bills... if there was a program that we could just log in our amounts and it would automatically know how to calculate everything for childcare homes... that would be amazing!! Also programs in order for me to not to have to duplicate my work between the food program and I.C.C.P. sign ins.... Would be amazing.	12/12/2022 4:27 PM
124	Housing	12/12/2022 4:22 PM
125	Behavior and parent issues	12/12/2022 4:19 PM
126	I feel like money is not something people should be worrying about but that is one of the biggest factors. I feel as though I work so much above my pay grade, it's a lot of work in child care with little income.	12/12/2022 4:18 PM
127	The stress of caring for children.	12/12/2022 2:17 PM
128	Working all year around	12/12/2022 2:16 PM
129	It is challenging to keep enough staff at our center, which creates burnout for the staff that stay.	12/12/2022 2:16 PM
130	getting paid enough i love my job but i need to be paid more	12/12/2022 2:02 PM
131	Behaviors.	12/12/2022 2:01 PM
132	Having all that stress with the children, and trying to give all of the children the same and equal love because of how many their are.	12/12/2022 1:56 PM
133	Finding individual ways to deal with children's problems. Each child takes a different approach on how to deal with how to teach them how to deal with their emotions.	12/12/2022 1:56 PM
134	Keeping people employed. Keeping a full crew	12/12/2022 1:45 PM
135	Resources and facilities	12/12/2022 1:45 PM
136	Staff shortages.	12/12/2022 1:40 PM
137	Stress	12/12/2022 1:39 PM
138	Knowing myself	12/12/2022 1:38 PM
139	Making enough money to survive. Underpaid	12/12/2022 1:35 PM
140	Making ends meet at home and making sure that my assistants are trained. There's a lot of stress in the classroom	12/12/2022 1:34 PM
141	My biggest challenge is staying encouraged on long days and staying focused on what's important and remembering that their brains aren't quite developed yet. Trying to keep them focused is mentally draining and that is what is challenging for me.	12/12/2022 1:34 PM
142	getting comfortable with the kids	12/12/2022 1:27 PM
143	None	12/12/2022 1:26 PM
144	N/A	12/12/2022 1:25 PM
145	Wages	12/12/2022 1:25 PM

## Early Care and Education Professional Survey

146	Hiring staff due to low wages	12/12/2022 1:24 PM
147	Wages, and stress	12/12/2022 1:21 PM
148	Covid-19 and the amount of people who have quit at my sites and other sites.	12/12/2022 1:16 PM
149	Dealing with and redirecting children that are silenced with electronics. Dealing with staff that don't understand how to interact with the kids.	12/12/2022 1:13 PM
150	El personal de apoyo es poco	12/12/2022 1:12 PM
151	Parents in denial about their child needing help	12/12/2022 1:11 PM
152	The job is just very demanding. I take home work all the time and come home with little patience for my family. The job can also be very rewarding though!	12/12/2022 1:10 PM
153	Finding a facility that is flexible with my school schedule.	12/12/2022 1:09 PM
154	Since we provided education it is always a challenge to accomplish everything we want and need to in our little school!	12/12/2022 1:07 PM
155	The amount of work and hours spent away from family prepping my classroom and teaching materials in relation to the low pay.	12/12/2022 1:06 PM
156	Lack of resources	12/12/2022 1:06 PM
157	Remembering that the kids are young and still learning.	12/12/2022 1:05 PM
158	"Difficult" behavior from children Effective communication Competitive pay	12/12/2022 11:54 AM
159	Wanting to choose an higher pay option	12/12/2022 11:53 AM
160	Keeping the kids entertained for long enough to do our school work	12/12/2022 11:52 AM
161	Pay and living off of it	12/12/2022 11:51 AM
162	Remembering to stay calm in high emotion situations.	12/12/2022 11:47 AM
163	Sadly we don't make enough money when daycare isn't the easiest job. But the most rewarding tho	12/12/2022 11:46 AM
164	It's hard to work long hours and not have enough people that are able to work because of lack of training	12/12/2022 11:44 AM
165	One of the biggest challenges I face is that sometimes we need more help in the class due to the fact that we have children with disabilities and we want to be able to give them the help they need so they feel comfortable with the class.	12/12/2022 11:42 AM
166	Working in an environment with high turnover and high stress while trying to provide consistency and positivity for children.	12/12/2022 11:41 AM
167	Not payed enough. Also do not qualify for help because we are a family of 3 and don't make the cut for assistance. Apparently make too much but really it's not enough	12/12/2022 11:37 AM
168	Working in an understaffed environment.	12/12/2022 11:36 AM
169	No retirement	12/12/2022 11:35 AM
170	The wages	12/12/2022 11:34 AM
171	I don't find myself with any major challenges at this time, but I do think it's important to maintain a healthy, positive, and communicative environment with your fellow teachers.	12/12/2022 11:32 AM
172	Communication between teachers/co-workers	12/12/2022 11:31 AM
173	balancing personal life with work life	12/12/2022 11:30 AM
174	Getting sick and health problems	12/12/2022 11:26 AM
175	The other staff with high turnover rates	12/12/2022 11:25 AM
176	Stress	12/12/2022 11:22 AM
177	Crowded classes with challenging behaviors kids, poor hourly wages	12/12/2022 11:21 AM

## Early Care and Education Professional Survey

178	With the grant and the few pay raises, it has definitely helped. The pay was always a huge issue and insurance, but at the moment we qualify for medicaid, so that helps perfectly.	12/12/2022 11:19 AM
179	Wanting to provide better educational, arts well, field trips and not enough money to do so.	12/12/2022 11:15 AM
180	The school that I work at is understaffed in the mornings so often times I take care of 20 kids with no help	12/12/2022 11:15 AM
181	A lot of the prep work at home and costs of supplies out of pocket	12/12/2022 11:11 AM
182	Stress	12/12/2022 11:09 AM
183	I love the job, but the pay can be hard.	12/12/2022 11:08 AM
184	The drama with the staff	12/12/2022 11:07 AM
185	Finding and keeping support staff like aides, receptionist, janitors etc. When we can't keep this staff on hand the extra jobs land on us which is very difficult and tiring. The pay is also not that great, so that is why it's hard to keep people on staff.	12/12/2022 11:07 AM
186	The stress that comes with caring for children.	12/12/2022 11:06 AM
187	Dealing with troubling children.	12/12/2022 11:05 AM
188	Working with parents with kiddos not having respect for teachers, adults. So sad they just don't mind and follow rules.	12/12/2022 10:49 AM
189	Nobe	12/12/2022 10:48 AM
190	Child to teacher ratio	12/12/2022 10:47 AM
191	Working with children with disabilities	12/12/2022 10:46 AM
192	Fluctuating employees, finding qualified staff that really care for children. Parents who view educators as merely babysitters, and offer very little support.	12/12/2022 10:45 AM
193	None	12/12/2022 10:44 AM
194	not enough teachers	12/12/2022 10:42 AM
195	Low wage	12/12/2022 10:40 AM
196	Lack of training from Daycare management and miscommunication	12/12/2022 10:40 AM
197	Getting employees to stay so that veteran staff aren't continuing to feel burnt out.	12/12/2022 10:39 AM
198	Making enough money to pay all the bills	12/12/2022 10:36 AM
199	Challenging children. The number/ratio has risen over the years and has become a full time job that is extremely stressful on many levels and physically as well as we can be hurt by children.	12/12/2022 10:35 AM
200	It is difficult to make the kids try to eat all the food.	12/12/2022 10:34 AM
201	Working around stress and burnout	12/12/2022 10:33 AM
202	Passive aggressive management styles	12/12/2022 10:31 AM
203	N/A	12/9/2022 9:59 AM
204	Dealing with violent kids	12/9/2022 9:58 AM
205	Having other staff members want to grow with the kids	12/9/2022 9:56 AM
206	Pay and layoffs	12/9/2022 9:55 AM
207	Personally I struggle with the ratios that the state has. In a toddler class room we can have up to 18 kids for 3 teachers and I feel that a lot can happen when we dont have more help because of the ratios for children to staff. I know in other states they are lower	12/9/2022 9:54 AM
208	Stress of caring for new kids I haven't been introduced to yet when I have to substitute in a classroom I haven't been in yet.	12/9/2022 9:52 AM
209	Low wages	12/9/2022 9:51 AM

## Early Care and Education Professional Survey

210	Support	12/9/2022 9:31 AM
211	Love my job just wish it paid better to support my family	12/9/2022 9:29 AM
212	Staff shortages	12/9/2022 9:22 AM
213	I think the child care facility Im at is amazing ! I enjoy coming to work every day	12/9/2022 9:21 AM
214	not being stressed out constantly	12/9/2022 9:20 AM
215	Getting sick moreover	12/9/2022 9:19 AM
216	Just sometimes feeling overwhelmed with certain behaviors coming from children or parents, but I have learned over the years that simply speaking with others who work in this field I've realized I'm not alone and this type of job requires a lot of patience and understanding so I've definitely tried to incorporate that in my every day because we don't know what others really go through outside of our daycares.	12/8/2022 5:24 PM
217	The pay	12/8/2022 5:23 PM
218	Pay isn't the greatest and being around so many kids for long hours is very overwhelming and overstimulating.	12/8/2022 5:21 PM
219	Having access to the resources needed to do my job well. I have to pay for a lot of supplies out of pocket which is hard because I'm a low income single mom of 3.	12/8/2022 5:20 PM
220	Keeping staff due to we require extra education for our leads. Being paid less than Fastfood employees but being told we are needed for the country to run.	12/8/2022 5:15 PM
221	I am not quite a professional yet, but I have been working hard to get my degree in Early Childhood Education and so far my biggest challenge from working in Early Childcare centers is the low amount of pay I have earned for such an important job.	12/8/2022 5:14 PM
222	Pay	12/8/2022 5:12 PM
223	Lack of support from the community and government officials.	12/8/2022 5:11 PM
224	Teaching 4 year olds what they need to be ready for in Kindergarten.	12/8/2022 5:10 PM
225	Not having help in the infants room. Very overwhelming	12/8/2022 2:47 PM
226	Too many kids ratio per teacher.	12/8/2022 2:45 PM
227	Staying up to date with the programs and trainings.	12/8/2022 2:42 PM
228	Not being paid enough when a lot is required. But working where I do allows me to teach Spanish to my kids in my class.	12/8/2022 2:40 PM
229	Short staffing	12/8/2022 2:39 PM
230	Understanding and being able to provide my kids with what they need.	12/8/2022 2:37 PM
231	Long hours and low pay. With increased pay rates, I still fall within the range of making too much money to qualify for assistance with child care, but not enough to actually pay for child care.	12/7/2022 11:40 AM
232	Dealing with different personalities	12/4/2022 12:45 PM
233	Being taxed on the Grants. Paying the payroll and other taxes, they are too high and are a huge burden	12/3/2022 5:01 PM
234	Parents	12/1/2022 8:00 PM
235	Being able to step back, take a breath and remain calm at all times even in the midst of chaos. Sometimes it is difficult to ask for help but I have made this a goal of mine and it is easier every day!	12/1/2022 10:46 AM
236	The stress of working with kids with limited staff	12/1/2022 6:32 AM
237	meeting the physical demands of the job. I'm 67 years old and still work part time because I can't live on my social security.	11/30/2022 2:40 PM
238	Nothing really at the moment.	11/29/2022 1:00 AM

## Early Care and Education Professional Survey

239	remaining inspired and energized to meet the needs of children...especially those who are developmentally or emotionally challenged	11/28/2022 9:30 PM
240	Consistency	11/28/2022 2:06 PM
241	not enough time off it gets mentally Exhausted	11/28/2022 11:53 AM
242	The lack of stuff to do activities	11/28/2022 9:45 AM
243	The rising cost to run business. I also can't keep anyone for help. I can't have as many kids without someone working for me.	11/27/2022 11:22 PM
244	When all babies want to eat at the same time; especially if 2 or 3 need bottles, and those who need help eating, or can some-what feed themselves also are "starving."	11/27/2022 6:55 PM
245	staff turnover	11/27/2022 3:14 PM
246	Parents- when there is an issue that needs to be resolved, I find it's hard to have parents support. Instead of handling the situation and addressing it with their child so it can be resolved, they expect me to fix the issue.. A class on interaction with parent when it comes to those difficult conversations would be helpful. Which I'm sure is out there I just need to take the time to look.	11/27/2022 12:14 PM
247	cost of living	11/26/2022 4:23 PM
248	Meeting financial obligations with a topped off income (out pricing our parents. While being able to pay teachers liveable income	11/26/2022 1:11 PM
249	Lack of coworkers with knowledge about DAP	11/26/2022 6:49 AM
250	Not getting to personally involved with familys	11/26/2022 2:09 AM
251	Wages	11/25/2022 5:51 AM
252	My biggest challenge is my wages. I am currently not making enough to support my family's needs and my own, even with the grant. I am way under paid for someone that has a degree in ECE.	11/24/2022 10:49 PM
253	Wage	11/24/2022 3:28 PM
254	We are not paid enough for how hard we work.	11/24/2022 12:31 PM
255	Staff shortage	11/24/2022 12:26 PM
256	Lack of ability to get certified	11/24/2022 10:40 AM
257	I'm not sure	11/23/2022 9:09 PM
258	Just know if I'm going to be able to keep my center open.	11/23/2022 8:34 PM
259	the stress and long hours, plus low wages	11/23/2022 5:04 PM
260	Lack of support from parents	11/23/2022 3:27 PM
261	Low wages	11/23/2022 3:13 PM
262	Getting sick all the time	11/23/2022 2:26 PM
263	Improper training for the demographic of children I teach (head start), not being paid a livable wage, not getting breaks	11/23/2022 12:22 PM
264	Lack of respect for the profession	11/23/2022 11:54 AM
265	The wages are low and it's a high stress job	11/23/2022 11:36 AM
266	A time from 10:30-11:30 is always a challenge	11/23/2022 11:28 AM
267	I am constantly sick because I am caring for children with no hygiene skills. My jobs have been less than understanding about this and sometimes I feel like my employers dislike me for being sick.	11/23/2022 11:21 AM
268	Parents not being able to afford care and workers not being paid enough to stay with us.	11/23/2022 11:11 AM

## Early Care and Education Professional Survey

269	As an early childhood special education teacher, I get many referrals for students with behaviors that childcare centers are not able to handle. Children do not qualify for special education just because they have behaviors. It is important for a child with typical cognitive skills to be able to continue in an early childhood center with typical peers that demonstrate positive behaviors so that they can learn from their peers. The early childcare centers are the least restrictive environment for this child and qualifying them for special education is a disservice if they are typically developing in every way. Childcare centers and their employees need more training to handle behaviors.	11/23/2022 10:53 AM
270	turnover	11/23/2022 9:46 AM
271	Low staff	11/23/2022 9:44 AM
272	Wages	11/23/2022 9:33 AM
273	Not having a full team to help in the classrooms which causes them to pull out more people in other areas.	11/23/2022 9:31 AM
274	Unfit leadership or leads.	11/23/2022 9:12 AM
275	Maintaining a clean facility and wages.	11/23/2022 8:35 AM
276	Work stress	11/23/2022 8:07 AM
277	Wages	11/23/2022 5:02 AM
278	That childcare workers are so essential and the wages are so low	11/23/2022 1:03 AM
279	We work hard and love what we do, but sadly the pay is low!	11/22/2022 11:16 PM
280	Being able to provide staff with a wage they deserve, fund trainings and education they deserve while also remaining affordable for families. I accept ICCP but not all families quality for that and I still need to be affordable for that middle group of people.	11/22/2022 10:50 PM
281	I tend to get over stressed when the children have a lot of built up energy. I try different things to calm them but nothing I've tried had worked.	11/22/2022 10:44 PM
282	Having supplies need for child education	11/22/2022 10:33 PM
283	Long hours are hard. It's so difficult to take sick days or vacation time because of limited staffing, and I know consistency for the children is essential of course. There's not enough room in the budget for additional staffing to have a substitute always available, and we can't stretch the ratios, so it can be exhausting to push yourself to come in when sick because there's no other choice.	11/22/2022 10:29 PM
284	Finding qualified staff that want to work in daycare	11/22/2022 9:05 PM
285	Children with behavioral issues and teachers that don't very little experience working in a child care setting.	11/22/2022 8:41 PM
286	Having co teachers who have no experience, no patience and no compassion or love to work this field!	11/22/2022 8:33 PM
287	The behaviors some kids have	11/22/2022 8:14 PM
288	Probably the biggest challenges are the wages as well as making sure we have the education to benefit the children. Help them cope with life.	11/22/2022 7:39 PM
289	High quality professional development	11/22/2022 7:29 PM
290	I enjoy it	11/22/2022 7:24 PM
291	Low wages, stress of dealing with families, lack of respect to the profession	11/22/2022 6:12 PM
292	Wage	11/22/2022 6:05 PM
293	The turnover of the Seven Directors and a lot of the Staff over these last Eight Years.	11/22/2022 5:58 PM
294	Wanting to help kids who are struggling but feeling unable to.	11/22/2022 5:40 PM
295	One of the biggest challenges is wages. Inflation is crazy and barely make enough to scrape by	11/22/2022 5:34 PM

## Early Care and Education Professional Survey

296	Continuous staff.	11/22/2022 4:18 PM
297	The stress of the gossip between staff members.	11/22/2022 4:12 PM
298	Financial stresses for no paid breaks to regroup there for the burnout rate is high	11/22/2022 4:00 PM
299	The biggest challenge is to be able to have my enrollment high enough to make payroll. I pay my employees well and it is hard to charge enough to parents struggling to make it to cover to have any profit. The other struggle is that many of our families have a co pay that is still a struggle for them to make in this moment in history.	11/22/2022 3:55 PM
300	Obtaining and retaining quality staff as well as having time for paper work and organizing/deep cleaning (because I can't afford to pay someone else to clean).	11/22/2022 3:48 PM
301	stress	11/22/2022 3:47 PM
302	Probably learning to be attentive to each child and their needs.	11/22/2022 3:39 PM
303	I personally don't have any challenges right now. I work mainly in the kitchen now and love it. The only challenge I have with the kitchen is trying to remember all of the children's names. When I was more one-on-one with the kids I floated between classes and my biggest challenge then was knowing the specifics of how each class was ran. I absolutely love working with the kids, I love our current staff and our management team. I feel the training that Idaho Stars provides is amazing and very well presented. I guess one challenge might be having enough time to get through all of the trainings.	11/22/2022 3:33 PM
304	I pay for everything in my class and classroom to run it correctly.	11/22/2022 3:31 PM
305	Caring and looking after 1year children more than 3 all at once.	11/22/2022 3:31 PM
306	Burnout	11/22/2022 3:26 PM
307	Trying to adapt to the changes in our community and local economy post-pandemic.	11/22/2022 3:24 PM
308	Paying employees	11/22/2022 3:23 PM
309	Wages- we are not appreciated or valued by society. Our wages says it all.	11/22/2022 3:06 PM
310	The pay	11/22/2022 2:54 PM
311	Mental burnout	11/22/2022 2:03 PM
312	competing with other programs with wages and benefits large programs can offer their employees	11/22/2022 1:57 PM
313	The stress & long hours.	11/22/2022 1:52 PM
314	Short of teachers	11/22/2022 1:49 PM
315	The biggest challenge I face is the financial piece. Low wages, hard to support a family of 8 on my income.	11/22/2022 1:44 PM
316	I have no challenges	11/22/2022 1:38 PM
317	I am a 69 year old retiree and loving every minute of working in Child Care. I would Jed for 20+ years as a ParaProf I the Potlatch School District and I find this type of work very rewarding. The lack of maturity in some of the staff is difficult for me.	11/22/2022 1:21 PM
318	Stress and finances	11/22/2022 1:17 PM
319	Not having enough workers. If your co-workers call in then you get overwhelmed.	11/22/2022 1:17 PM
320	Employee shortage. As a business owner I work majority of the operating hours to keep my one employee happy. I also have increased my employees wages to more than what I make to try to get people to even apply. I have private insurance lined up so once I can find someone to hire I can provide that. As well as free childcare. Honestly it's a huge loss at this time. I have worked in childcare for 15 years and if this wasn't my whole hart I would consider closing. I can't believe what a problem it is for our community. I will probably reconsider the business plan after paying back loans to open.	11/22/2022 1:17 PM
321	wages	11/22/2022 1:11 PM

## Early Care and Education Professional Survey

322	Wages	11/22/2022 1:11 PM
323	Wage	11/22/2022 1:03 PM
324	Long hours and not very high pay	11/22/2022 1:03 PM
325	children coming from so many split families and not getting guidance from parents co-parenting.	11/22/2022 12:57 PM
326	Retention of staff	11/22/2022 12:56 PM
327	Calling in sick... sometimes there is no back up!	11/22/2022 12:56 PM
328	Unsure	11/22/2022 12:55 PM
329	Staff retainment	11/22/2022 12:54 PM
330	High turnover and lack of quality of care from fellow employees.	11/22/2022 12:49 PM
331	Those of us who have gone to college, taken the extra courses, background in working with special needs children, get paid the same amount as those who haven't. It makes it hard to make a living	11/22/2022 12:42 PM
332	Being able to pay the bills on the amount the centers are able to pay. Not sure if staff will be able to stay on after the wage enhancement grant ends.	11/22/2022 12:40 PM
333	Finding jobs in the areas I am in	11/22/2022 12:29 PM
334	Always trying to learn and adapt to new things as they're being brought to me.	11/22/2022 12:21 PM
335	The demand for quality care does not match the wages that are available in the market right now. We see a large amount of turn over because wages are more comparable to fast food than any other industry, despite the fact that early childhood education requires degrees and credentials to qualify. Its an incredibly tough industry and unfortunately are seeing interest drop over the last few years.	11/22/2022 12:19 PM
336	Staffing	11/22/2022 12:14 PM
337	Low wages	11/22/2022 12:10 PM
338	Short staffing	11/22/2022 12:06 PM
339	Working with children with disabilities that I do not have adequate training for.	11/22/2022 12:06 PM
340	Speaking as an owner, we have used the business grants to increase our wages 20% for entry-level positions, 25% for lead teacher positions, and added 20% more pay for staff without children enrolled. The overall impact is more than 30% overall increase in less than 2 years. While this is the right thing to do and things have somewhat stabilized with our centers, there are other very tough challenges such as absenteeism and people not wanting to work full-time as much these days. The absenteeism causes so much distress on the team and reduces morale to where the only solution is to over-hire to make sure we have enough staff, which is a terrible business practice from a financial standpoint. People not wanting to work full-time is extremely challenging to manage because we end up needing more people that what's required because if you don't cater to their schedule restrictions, they'll simply quit on you. Never have we experienced so many employees "needing" so many schedule accommodations. Again, the business grant has helped carry us through these issues but times are certainly going to be tough once that's gone and childcare centers need to find out how to balance these costs independently again.	11/22/2022 12:03 PM
341	Enough staff each day	11/22/2022 12:03 PM
342	Working alone with a big number of children	11/22/2022 12:02 PM
343	The biggest challenge I face is the ability to help manage aggressive behavior in children	11/22/2022 11:59 AM
344	Management, wages	11/22/2022 11:57 AM
345	Having quality staff to work with has always been a challenge. People underestimate early childcare. I have found difficult parents to be a major challenge as well because they normally don't take the staff seriously especially if staff lack the experience.	11/22/2022 11:55 AM
346	My job isn't taken seriously by others that don't work in child care.	11/22/2022 11:53 AM

## Early Care and Education Professional Survey

347	Staffing issues, no one is wanting to work	11/22/2022 11:52 AM
348	Wages	11/22/2022 11:50 AM
349	Wages. It's getting harder to make a living off of a very limited income. This is my dream job but it's getting harder all the time to afford to work here.	11/22/2022 11:47 AM
350	Making a fair wage that allows me not to live paycheck to paycheck.	11/22/2022 11:47 AM
351	Behavior management	11/22/2022 11:46 AM
352	Keeping qualified staff and keeping childcare rates affordable for our clients.	11/22/2022 11:44 AM
353	Keeping staff	11/22/2022 11:33 AM
354	Being able to find good staff.	11/22/2022 11:32 AM
355	Wages once a month pay period	11/22/2022 11:27 AM
356	Staffing and false report inspections	11/22/2022 11:26 AM
357	The wages are so low	11/22/2022 11:24 AM
358	The wage	11/22/2022 11:20 AM
359	Trying to find different methods to help a child calm their bodies. They are all different and require something different	11/22/2022 11:17 AM
360	At the moment staffing.	11/22/2022 11:16 AM
361	Employee turnover, wages	11/22/2022 11:16 AM
362	Low wage	11/22/2022 11:15 AM
363	Can't qualify for a house as a single mom	11/22/2022 11:14 AM
364	Getting and keeping quality staff. It can add a lot of stress to an already stressful day when you don't have co-workers you can depend on, or do not know proper ways to manage children.	11/22/2022 11:13 AM
365	Not enough time off available, working with children who get sick many times through out the year and having kids of your own that get sick, it's hard to get time off needed so we can get better or if our kids get sick.	11/22/2022 11:09 AM
366	The low employee to cover classes.	11/22/2022 11:09 AM
367	Long hours	11/22/2022 11:09 AM
368	Getting parents to pay getting parents to pick up their kids on time, Parents not willing to work with you when you're trying to work with their children, And stress I think stress is a huge factor	11/22/2022 11:09 AM
369	My business is going down about the covid-19	11/22/2022 11:07 AM
370	The long hours	11/22/2022 11:06 AM
371	I cannot afford to have a facility big enough for the demand our community faces.	11/22/2022 11:05 AM
372	money	11/22/2022 11:04 AM
373	Financial	11/22/2022 11:03 AM
374	Working with other teachers who have different beliefs than I do and planning with them.	11/22/2022 11:03 AM
375	The pay is low which makes things hard and the job is stressful when you are caring for many small children at the same time.	11/22/2022 11:02 AM
376	This field is highly stressful, and only those with a passion for children will do well. However, due to high stress, little support, and low wages, it has become to stressful for even some of the most committed and passionate educators. Higher wages are crucial to staff retention. Small business will not be able to raise wages without help from the state or raising tuition substantially (which will put a burden specifically on the poorest people in the community). I love my work, my students and my facility, however the constant rotation of staff and the	11/22/2022 11:01 AM

## Early Care and Education Professional Survey

burden of training new staff has been extremely difficult. This issue is only made more stressful as my low wages have made life at home difficult as well.

377	Lack of sick leave when illness occurs from facility	11/22/2022 11:00 AM
378	Having a strong partnership with families	11/22/2022 10:59 AM
379	Dealing with the different personalities	11/22/2022 10:59 AM
380	To keep being motivated when things turn south	11/22/2022 10:59 AM
381	I would say the biggest challenge I face as an early care and education professional is not communicating with the parents daily on how their child was during the day.	11/22/2022 10:55 AM
382	Keeping staff because of the low wages we can offer	11/22/2022 10:54 AM
383	Not getting burned out with the max amount of children in the room I'm in every single day regardless of staffing	11/22/2022 10:54 AM
384	Wages	11/22/2022 10:53 AM
385	Most facilities, including the one I work at, dont offer Healthcare or retirement programs.	11/22/2022 10:53 AM
386	Being able to provide for my family, I love working with children but I need to be able to provide for mine simultaneously.	11/22/2022 10:52 AM
387	Being able to enroll preschool ages to teach preschool rather than only having babies.	11/22/2022 10:52 AM
388	No benefits	11/22/2022 10:52 AM
389	None	11/22/2022 10:51 AM
390	Stress and exhaustion. Inflexible hours.	11/22/2022 10:51 AM
391	Need more funds for more help	11/22/2022 10:51 AM
392	Parents who don't talk to their children's teachers or ask us questions they just assume or turn into Karen but when we try to ask questions about what time they last fed their child or whatever it may be they get mad or they go through other people they know at the daycare who give them the wrong information	11/22/2022 10:50 AM
393	Low wages	11/22/2022 10:48 AM
394	Quality care / staff retention	11/22/2022 10:48 AM
395	The biggest challenge I face is the lack of coverage. If I ever need to be out it is sometimes challenging to get coverage.	11/22/2022 10:48 AM
396	Hiring teacher's and teacher aides	11/22/2022 10:48 AM
397	Staff and upper management not understanding family And sickness when I went septic and almost died	11/22/2022 10:47 AM
398	Wages and parents lack of involvement	11/22/2022 10:47 AM
399	staffing	11/22/2022 10:46 AM
400	High student to teacher ratio	11/22/2022 10:46 AM
401	Parents paying and turnover without notice	11/22/2022 10:46 AM
402	Surviving on the income. I love working in early education, but with cost of living increase, I don't make enough to do more than barely scrape by.	11/22/2022 10:46 AM
403	Turnover	11/22/2022 10:45 AM
404	Wages	11/22/2022 10:44 AM
405	Learning to care for children with different abilities.	11/22/2022 10:44 AM
406	Parents having an issue paying the monthly fees	11/22/2022 10:44 AM
407	Not favoriting kids.	11/22/2022 10:43 AM

## Early Care and Education Professional Survey

408	Families affording childcare	11/22/2022 10:43 AM
409	Making sure we have the resources to give to our teachers so they are ready and well trained to work with children who exhibit challenging behaviors and may have developmental challenges	11/22/2022 10:43 AM
410	Finding funds to keep our school based early education center open without having to charge our families.	11/22/2022 10:43 AM
411	Losing the wage enhancement grant will make my wages considerably less. My family and I will suffer more financial hardships.	11/22/2022 10:42 AM
412	Isolation from the community. Long hours.	11/22/2022 10:42 AM
413	The pay is not good.	11/22/2022 10:42 AM
414	Licensing	11/22/2022 10:42 AM
415	Pay	11/22/2022 10:41 AM
416	consistent reliable classroom help	11/22/2022 10:32 AM
417	Getting our employees the pay they deserve for the work they are doing. It is high stress, can be physically and emotionally draining, and takes a special person to be able to care for children all day long.	11/22/2022 9:41 AM
418	Unpaid hours spent on prep; wages not worth the time- easier to seek employment elsewhere where I get paid either for all of my hours or paid more per hour.	11/22/2022 9:20 AM
419	Maintaining a good work /life balance and making sure I don't burn out while doing my job to the best of my ability. I do a lot of prep and communication on my own time.	11/22/2022 9:12 AM
420	Parents	11/21/2022 11:24 PM
421	Having to repeat yourself over and over again	11/21/2022 8:35 PM
422	Biggest Challenge Is That The Parents Don't Continue The Lessons I Have Started With Child/Children	11/21/2022 7:40 PM
423	Such low wages for such demanding work.	11/21/2022 7:32 PM
424	A very high needs classroom, with minimal prep time.	11/21/2022 6:36 PM
425	Al estres	11/21/2022 6:32 PM
426	My biggest challenge I face as an early care professional is making sure I meet all the requirements, of the child care center, the child, their familys and my employees. There is a lot to do to make sure everyone and everything is taken care of to the best of my quality.	11/21/2022 5:19 PM
427	Being off during the summer months. Our program only runs during the school year.	11/21/2022 4:42 PM
428	Lots of responsibilities	11/21/2022 4:37 PM
429	Working together with my coworkers; we all have very different ideas of what child care should look like, which can lead to disagreements.	11/21/2022 4:26 PM
430	Stay up to date on childcare to meet standards	11/21/2022 3:51 PM
431	Time for preparing and implementing changes, challenging behavior and parents understanding what goes on in child care.	11/21/2022 3:19 PM
432	turn over with staff; it can be very difficult for the children (and parents) to transition to new staff/routines Parent interactions	11/21/2022 2:43 PM
433	wages	11/21/2022 1:13 PM
434	I own this day care. my biggest challenge is employee wages. It's getting the parents to pay on time and in full. I can not give my employees the wages they deserve.	11/21/2022 12:34 PM
435	Increase the cost of paying the monthly tuition to parents, if they suspend the subsidies that allow me to maintain current prices and provide a living wage to the staff that accompanies me in the laudable work of providing education and child care.	11/21/2022 11:59 AM

## Early Care and Education Professional Survey

436	Low wages and lack of benefits that other professions offer to their employees - paid vacation, 401K, 401 k matching, health insurance, etc.	11/21/2022 11:06 AM
437	Staffing issues. I tend to take on more then I should because nobody else wants to do it or there is no staff to do it. I work extra hours just up	11/21/2022 10:30 AM
438	Time for Education Training	11/21/2022 10:15 AM
439	The wages. I love what I do, but it is stressful, and never-ending without adequate pay for the amount of stress we go through.	11/21/2022 8:41 AM
440	Weather is a challenge in home visiting. Also, illness and distances traveled. Mental health can be a challenge and lack of reflective supervision to properly decompress after tough visits.	11/21/2022 8:18 AM
441	Just keeping all age groups learning	11/21/2022 7:31 AM
442	Worried about taking the day off if needed due to low staff. Do not want to close site.	11/21/2022 7:22 AM
443	The parents	11/21/2022 4:00 AM
444	Changes in staff.	11/20/2022 11:35 PM
445	wage	11/20/2022 10:10 PM
446	Trainings for provide better services	11/20/2022 10:01 PM
447	Hiring/retaining staff	11/20/2022 9:51 PM
448	trying to keep everyone and myself from burn out	11/20/2022 8:36 PM
449	Being taken seriously as a teacher and not a babysitter.	11/20/2022 7:40 PM
450	Being patient	11/20/2022 7:35 PM
451	Knowledge. Easy access to education that works with my schedule.	11/20/2022 6:25 PM
452	As a director the biggest concern is getting qualified staff	11/20/2022 6:17 PM
453	I absolutely love working with children! Our team is also pretty amazing but when staff is sick or people don't show up, things are stressful!	11/20/2022 5:47 PM
454	Making sure I follow all the state's rules, which are supposed to keep the children safe and healthy, but often get in the way of that goal. Sometimes it feels like the rules are more important than the actual children.	11/20/2022 5:47 PM
455	I feel like my biggest challenge is that all the children are happy so I try my hardest everyday day to meet all the needs so they can be happy	11/20/2022 4:04 PM
456	Being underpaid even with a large amount of hours	11/20/2022 3:47 PM
457	Dealing with difficult behaviors. Also having opportunities to teach and nurture babies and young toddlers instead of spending all day just feeding, changing diapers, and taking care of basic needs.	11/20/2022 3:41 PM
458	Having enough money for bills	11/20/2022 1:38 PM
459	Having quality teachers available to help classrooms	11/20/2022 11:59 AM
460	My health and keeping kids engaged to learn	11/20/2022 10:12 AM
461	Parent support	11/20/2022 10:08 AM
462	Making enough money to make a living.	11/20/2022 9:56 AM
463	inconsistency and favoritism	11/20/2022 9:51 AM
464	The biggest challenge I face is the wage. Being in child care is such a rewarding job that I appreciate but working with the wage for home life is difficult.	11/20/2022 9:27 AM
465	Very challenging work for low wages	11/20/2022 7:20 AM
466	Hiring and keeping new staff. Raising wages has helped retain the staff we have. I can't believe the starting wages we have to offer to even get people to interview. We have had to raise wages so much! Thank God for the grant to staff (300 a month) I'm not sure how many	11/20/2022 6:49 AM

## Early Care and Education Professional Survey

staff will stay on if it ends. And thank God for the grant our facility gets (20,000 a month) we just met with our accountant. With operating expense hikes and wage increases, without the grant, we would be substantially in the red this year . And the year hasn't needed. We will have no other choice but to do another tuition increase. This grant has kept our head above water this year!

467	Stress management, pay	11/20/2022 6:35 AM
468	Coming up with and implementing enough activities to keep them engaged throughout their days. Specifically having enough activities that keep them active and help get their energy out. Especially since it's harder to spend time outside in the winter months.	11/20/2022 12:54 AM
469	Wish it paid more, but I love my job	11/19/2022 9:47 PM
470	Lack of quality coworkers.	11/19/2022 9:43 PM
471	Not making enough money to go to school.	11/19/2022 9:09 PM
472	Trying keep up with all the kids attention and needs	11/19/2022 8:57 PM
473	Finances	11/19/2022 8:43 PM
474	Rlght now at the center at work at is getting time off. We are short handed so that makes things stressful and getting time off to do other things is hard.	11/19/2022 8:41 PM
475	Affordable medical coverage	11/19/2022 8:30 PM
476	Having kids who need assistance due to mental ailments.	11/19/2022 8:15 PM
477	Not Having enough staff. Not having benefits.	11/19/2022 8:08 PM
478	None	11/19/2022 7:50 PM
479	covid	11/19/2022 7:30 PM
480	wages, lack of benefits (health insurance)	11/19/2022 6:54 PM
481	Non-competitive wages	11/19/2022 6:47 PM
482	It's overwhelming, and I feel underprepared	11/19/2022 6:45 PM
483	Worrying about being unprepared for all of the unknowns	11/19/2022 6:36 PM
484	The changes and differences in child behavior (compared to that in previous years) as our society continues to change.	11/19/2022 6:21 PM
485	Finding coworkers that are committed and easy to work with.	11/19/2022 6:19 PM
486	My age & staying physically active. Little ones help me do that.	11/19/2022 6:14 PM
487	Behavioral issues	11/19/2022 6:10 PM
488	The biggest challenge I face as an early care and education professional is learning how to fulfill a child's needs while also being able to get a desired outcome from the child's behavior.	11/19/2022 6:07 PM
489	Hiring and retaining staff.	11/19/2022 6:03 PM
490	finding time to do all of the trainings.	11/19/2022 5:29 PM
491	Wage	11/19/2022 5:28 PM
492	Stressful work environment	11/19/2022 4:45 PM
493	Money, working a lot of overtime due to short staffing,	11/19/2022 4:30 PM
494	Funding	11/19/2022 4:23 PM
495	Not getting support from parents with challenging children	11/19/2022 3:43 PM
496	Meeting the individual children's needs. And being consistent as a team of teachers in the way we teach the children	11/19/2022 3:42 PM
497	Respect for the profession! I am not a babysitter!!	11/19/2022 3:26 PM

## Early Care and Education Professional Survey

498	I struggle with coworkers who lack training.	11/19/2022 3:02 PM
499	I do not qualify for any government assistance because "I make too much money" but don't make enough money to even cover my own rent. Also, most child care centers I've worked for do not offer any work benefits like PTO, medical insurance, ect. Childcare workers, in my opinion, are severely abused and taken advantage of by an industry that is essential to our society.	11/19/2022 2:24 PM
500	Making a good wage	11/19/2022 2:18 PM
501	Sometimes not having funds for family who need help with assistance paying their bills.	11/19/2022 1:55 PM
502	The biggest challenge I fave as an early childhood education professional is being able to properly run the program the way it should be with rising cost.	11/19/2022 1:52 PM
503	burnout, low wages	11/19/2022 1:48 PM
504	Dealing with my own sick children and having to take time off	11/19/2022 1:37 PM
505	Money	11/19/2022 1:36 PM
506	Hiring reliable staff and keeping them even through hard times. Being able to pay them a fair wage has been a struggle since I can't raise my rates a ton without losing families.	11/19/2022 1:29 PM
507	Trying to provide for my financial needs on my current salary as well as being a full-time college student	11/19/2022 1:28 PM
508	Pay	11/19/2022 1:25 PM
509	Wages	11/19/2022 1:12 PM
510	Stress of caring for other people kids. Cost that have skyrocketed this year.	11/19/2022 1:05 PM
511	Parents	11/19/2022 1:01 PM
512	Not enough pay for a very physically and mentally demanding job.	11/19/2022 12:38 PM
513	Being able to get the child care facility in the correct standings to achieve a higher level in our facility, in order to give our children to get the best learning and growing experiences.	11/19/2022 12:37 PM
514	Few hours- so low paychecks	11/19/2022 12:21 PM
515	Getting the parents to understand how important screening recommendations are for IEPs	11/19/2022 12:04 PM
516	Making enough money, but not charging the parents too much.	11/19/2022 12:00 PM
517	Having the mental health supports needed for this career. There is also the strain of having a wage that meets the cost of living.	11/19/2022 11:57 AM
518	The wages being low for what is expected	11/19/2022 11:51 AM
519	Difficult behaviors and aggressive children. It's hard to teach and fully do my job when I'm constantly having to discipline and help my problem kids. I end up just managing the kids rather than teaching and thriving in the classroom.	11/19/2022 11:44 AM
520	Lack of support from upper management	11/19/2022 11:44 AM
521	Foster children that leave the center. Also children with family issues.	11/19/2022 11:30 AM
522	Dealing with strong behavior	11/19/2022 11:27 AM
523	Stress of the job, turn over, no one wants to work, or shows up, call in sick a lot. I wish full time employees received more for working all day every day, part time workers only work 2-3 hours a day and receive the same amount. Boise received the extra 1500.00. Meridian workers don't.	11/19/2022 11:21 AM
524	Low wages. Frequent short staffing	11/19/2022 11:16 AM
525	Training new employees and all the different trainings.	11/19/2022 11:11 AM
526	Not letting the stress of work consume me, and money.	11/19/2022 11:06 AM
527	Consistency with all kids.	11/19/2022 11:05 AM

## Early Care and Education Professional Survey

528	Being able to keep staff	11/19/2022 11:05 AM
529	Staff turnover and calling in	11/19/2022 11:01 AM
530	Income stability	11/19/2022 10:59 AM
531	Balancing the over time hours and low wages	11/19/2022 10:56 AM
532	The financial stress.	11/19/2022 10:49 AM
533	I have been a lead teacher in the 24-30mo class for almost two years at my center. My biggest frustration is my wage, I write my curriculum at home and do twice the amount of work as my assistant, yet I get paid less than her because I have two children that attend. My biggest challenge in my classroom is that my kids seem to get bored towards the last few months of being in my class and they begin to misuse the toys, climb on furniture, pick on each other, run out the classroom door, paint themselves or each other during art, etc.	11/19/2022 10:46 AM
534	Scheduling time to work and continuing my education.	11/19/2022 10:44 AM
535	I currently just started. I don't have any challenges right at the moment.	11/19/2022 10:40 AM
536	The biggest challenge is undoubtedly the salary, it is what makes us think about continuing training in this area. The job entails a lot of tersponsibility, stress and constant training, and it seems to me that it is not well paid	11/19/2022 10:38 AM
537	Not sure	11/19/2022 10:29 AM
538	The quantity of kids and other childcare facilities.	11/19/2022 10:27 AM
539	There are times when having multiple children having behaviors is stressful and keeping calm and patient so you don't lash out	11/19/2022 10:26 AM
540	The biggest challenge is low wages without retirement and health benefits. As a result, I do not see the benefit of an early care and education profession being wise as a long term investment of my time in the mid-late stages of my career life. Not being able to provide for my family as a single parent as an early care and education professional is impactful as I make long term career choices.	11/19/2022 10:25 AM
541	Hiring and retaining staff at the pay rates that we can afford. It is very difficult to find great teachers when we can't afford to pay them a living wage. We need a long term extension on these grants to bridge that gap for our students!	11/19/2022 10:04 AM
542	Learning how each kid operates. Example: what soothes them, how to communicate with them that they understand.	11/19/2022 9:48 AM
543	Making sure I am doing everything I can for the kids.	11/19/2022 9:40 AM
544	Being able to meet each child's need	11/19/2022 9:39 AM
545	Stress	11/19/2022 9:35 AM
546	Wages.	11/19/2022 9:34 AM
547	Na	11/19/2022 9:27 AM
548	Staying on top of behaviors. Classroom management. Offering acceptable choices.	11/19/2022 9:24 AM
549	Having enough qualified co workers.	11/19/2022 9:22 AM
550	The biggest challenge is the pay it's not a livable wage we have to supplement with getting another job.	11/19/2022 9:19 AM
551	Definitely finding and keeping reliable staff. Everyone feels over worked and under paid	11/19/2022 9:17 AM
552	not making enough per hour	11/19/2022 9:14 AM
553	How to pay my staff a fair earning and retaining staff.	11/19/2022 9:13 AM
554	Families not wanting to communicate with us to be able to help them.	11/19/2022 9:12 AM
555	Parents	11/19/2022 9:09 AM
556	Getting parents to pay and keeping kids healthy	11/19/2022 9:03 AM

## Early Care and Education Professional Survey

557	With the rising cost of everything, families are struggling to afford childcare, so they remove them or find someone else to care for them so then that leaves me struggling to pay my bills and care for my own children.	11/19/2022 9:01 AM
558	teaching through hard behaviors ,but also not feeling like families are helping with that.	11/19/2022 9:00 AM
559	Trying to get the children who need more help than we can give them. (Speech therapy, ot, ect)	11/19/2022 8:54 AM
560	Having the time and energy to do fun activities with the kids.	11/19/2022 8:46 AM
561	Making a living. As the pay is t as good as if I was doing office work.	11/19/2022 8:45 AM
562	Burn out	11/19/2022 8:44 AM
563	Finding someone to work. Charges for parents. Cost of living is more than what parents can afford to have their child's rate raised to cover the changes in my cost of living.	11/19/2022 8:42 AM
564	In my current position, a shared space use. Needing to set up/take down weekly and sometimes daily.	11/19/2022 8:39 AM
565	Income and behavior in the children	11/19/2022 8:38 AM
566	Being able to offer life outside of work	11/19/2022 8:35 AM
567	Being able to support myself income wise	11/19/2022 8:30 AM
568	Income	11/19/2022 8:29 AM
569	Pay	11/19/2022 8:23 AM
570	Commute, competitive wages many fast food establishments make more than early educators.	11/19/2022 8:23 AM
571	Wages- I only substitute in the afternoon and evening because I have a part time benefitted position in the morning hours.	11/19/2022 8:22 AM
572	The biggest challenge I've faced was finding my teacher voice. This was hard initially because of my usual quiet and soft demeanor, but I learned how to speak in a way that children both understand and respond to.	11/19/2022 8:21 AM
573	Not enough pay, and classroom settings can be stressful specially if it feels like you don't get any help.	11/19/2022 8:20 AM
574	Keeping them occupied and busy.	11/19/2022 8:18 AM
575	Long hours, low pay	11/19/2022 8:17 AM
576	Finding qualified people who want to work in child care.	11/19/2022 8:15 AM
577	Long hours	11/19/2022 8:09 AM
578	The ability to pay teachers the salaries they deserve.	11/19/2022 8:08 AM
579	Working conditions during the pandemic and the stress of getting yourself or others sick.	11/19/2022 8:08 AM
580	Understaffed	11/19/2022 8:07 AM
581	Being able to support the needs of families looking for childcare.	11/19/2022 8:05 AM
582	Teaching at multiple age groups and having a supporting team that helps the class run smoothly.	11/19/2022 8:04 AM
583	Finding families that can afford to pay for their childcare	11/19/2022 7:59 AM
584	I wish people would see childcare as a reputable and important profession.	11/19/2022 7:58 AM
585	Earning a livable wage.	11/19/2022 7:55 AM
586	High ratios, low staff	11/19/2022 7:55 AM
587	Keeping staff paying for wages, expenses	11/19/2022 7:49 AM
588	Finding good curriculum and lessons for my age range.	11/19/2022 7:47 AM
589	Long days with low pay.	11/19/2022 7:46 AM

## Early Care and Education Professional Survey

590	Keeping staff	11/19/2022 7:46 AM
591	Making sure I know when I need a break from the children. Sometimes they may not want to listen and I can feel myself stressing out and overworked. I need to know when I can ask for a break.	11/19/2022 7:43 AM
592	Trying not to do so much at home to get things ready.	11/19/2022 7:42 AM
593	Children behavior	11/19/2022 7:39 AM
594	Struggling with behavioral issues.	11/19/2022 7:39 AM
595	dippers, parents don't provide enough and complain when I don't use the type, they like.	11/19/2022 7:34 AM
596	Pay is probably the number one complaint. We just don't make enough to survive these days. Along with that comes benefits. I am only allowed 1 week of paid time off a year. Dealing with short staff creates extra stress most days and I can't help but notice the behaviors of children have become increasingly more difficult over the past 7 years!	11/19/2022 7:34 AM
597	Parent involvement	11/19/2022 7:30 AM
598	Backlash from peers saying it's not a real career because of the pay.	11/19/2022 7:26 AM
599	Making sure that we are meeting parents needs on how we care for their children.	11/19/2022 7:26 AM
600	Wages and health insurance	11/19/2022 7:24 AM
601	Time	11/19/2022 7:21 AM
602	None that I can think	11/19/2022 7:19 AM
603	When I have Childs with very bad behavior	11/19/2022 7:15 AM
604	Stress and coworkers	11/19/2022 7:09 AM
605	At the center where I work, we are severely understaffed. We just had 3 teachers leave, one is out due to injury and one is out due to chronic illness. It can be very stressful at times.	11/19/2022 7:03 AM
606	Burn out	11/19/2022 7:00 AM
607	Funding to keep the center open and pay enough to keep quality staff employed and provide a few paid days off.	11/19/2022 6:57 AM
608	Living paycheck to paycheck	11/19/2022 6:57 AM
609	Medical insurance	11/19/2022 6:56 AM
610	Lack of health insurance	11/19/2022 6:53 AM
611	Management coming up with educational plans that are not appropriate for some young children	11/19/2022 6:52 AM
612	Getting sick constantly and not getting sick days	11/19/2022 6:51 AM
613	Cost of living increases	11/19/2022 6:51 AM
614	Lack of support	11/19/2022 6:34 AM
615	Right now it is finding staff willing to work in this field.	11/19/2022 6:30 AM
616	Parents lack of understanding in the field of early education, lack of good pay. Educating our young children should be one of the highest paying jobs, as the role we play directly affects brain development by the experiences, and environment we provide for our kids.	11/19/2022 6:04 AM
617	Lack of supplies and time to plan lessons.	11/19/2022 5:48 AM
618	The wages. Even with a degree, I'm not making enough money to cover all of my bills.	11/19/2022 5:42 AM
619	Finding supplies/ materials that keep ALL my children in my classroom's attention and making sure I also have enough to rotate toys	11/19/2022 5:40 AM
620	Doing the best I can for a child, but the parent doesn't care	11/19/2022 5:40 AM
621	It's exhausting, and a burn out some years.	11/19/2022 5:26 AM

## Early Care and Education Professional Survey

622	Finding qualified co-workers, great teachers willing to work for low wages and those who do it, still giving 100 percent	11/19/2022 5:21 AM
623	Not feeling valued but at the same time feeling like I can never be gone.	11/19/2022 5:15 AM
624	That I only work to have my kids in a daycare	11/19/2022 5:00 AM
625	The pay	11/19/2022 3:57 AM
626	Staffing, turnover, don't make enough to cover life expenses	11/19/2022 3:26 AM
627	Not making enough money to provide for myself and my daughter, but not being able to make more in order to continue qualifying for assistance programs and keep her in child care (cycle of poverty).	11/19/2022 2:58 AM
628	The classes not being offered in person	11/19/2022 2:58 AM
629	I don't drive kids to school,etc. That can make it hard	11/19/2022 2:52 AM
630	Stress	11/19/2022 2:46 AM
631	Paperwork Time management	11/19/2022 2:42 AM
632	Keeping employees	11/19/2022 2:08 AM
633	Understaffing, low wages	11/19/2022 12:57 AM
634	There's not really any challenges that stand out	11/19/2022 12:55 AM
635	Low wages compared to the high and rapidly rising cost of living. Lack of benefits especially health insurance.	11/19/2022 12:55 AM
636	Not enough education and training, low wages, long hours,	11/19/2022 12:51 AM
637	Not making enough money to keep a career I love and support my family at home	11/19/2022 12:44 AM
638	Low Wages and insurance	11/19/2022 12:36 AM
639	Administration not appreciating their staff which leads to more turnover. Too many children in small classrooms though they follow requirements for ratio-overwhelming environment. Sick policy not being taken seriously. Yea	11/19/2022 12:33 AM
640	Parent communication on their children, possible delay in learning, not potty training, bringing kids sick	11/19/2022 12:30 AM
641	I'm the most educated on staff due to actually going to college. Most other coworkers have no experience other than babysitting and Idaho stars training which most of the time is a joke if you have already gone to college for early childhood education	11/19/2022 12:28 AM
642	Marketing the program and retaining staff	11/19/2022 12:28 AM
643	The wages	11/19/2022 12:25 AM
644	The biggest challenge is the pay. I love the line of work, but am not sure if it's something that can help provide for myself & my family in the future.	11/19/2022 12:24 AM
645	Self-care to be able to meet the demands this job requires.	11/18/2022 10:14 PM
646	Caring for giant groups of kids alone.	11/18/2022 8:53 PM
647	Making a connection with each child individually	11/18/2022 3:38 PM
648	Trying to balance personal life with work and owning a business. The turnover of employees due to low-income wages but also struggling to weather to increase rates.	11/18/2022 2:00 PM
649	Mental Exhaustion	11/18/2022 1:39 PM
650	HOW LONG THE BACKGROUNDS TAKE	11/18/2022 1:00 PM
651	Continuing my education. The wages, child care cost	11/18/2022 12:19 PM
652	getting more children in my program.	11/18/2022 11:22 AM
653	I miss my kids and have trouble staying on top of things in my personal life	11/18/2022 9:30 AM

## Early Care and Education Professional Survey

654	Stress is a huge challenge. I work as a Home Base/Home Visitor in Early Head Start. Many of the families that I work with have issues following through. Instead of enabling them, we want to teach them to be self-sufficient. The families that struggle most have little to no support from their families.	11/18/2022 7:50 AM
655	Keep children safe, provide adequate care according to their needs	11/17/2022 10:21 PM
656	Long hours	11/17/2022 9:14 PM
657	Getting sick constantly	11/17/2022 8:16 PM
658	Wages don't make enough to do what we do	11/17/2022 8:14 PM
659	Financially being able to be a teacher and time spent away from my child to be with other people's kids.	11/17/2022 8:07 PM
660	Stressful days. Being overwhelmed.	11/17/2022 7:51 PM
661	Not considered a professional. Respect. Collaboration with other professionals that CHOOSE to be in the field. The ECE Roundtables that Anne Cirillo and friends used to put together were highly enlightening and engaging. A great opportunity to see other programs, and to meet other educators passionate about what we do.	11/17/2022 7:30 PM
662	Not so good pay 😊	11/17/2022 6:40 PM
663	Staffing, Retention	11/17/2022 6:23 PM
664	Assistance with special needs children who are waiting for formal evaluations with doctors.	11/17/2022 4:26 PM
665	low income no benefits	11/17/2022 4:21 PM
666	Not making enough money to make ends meet	11/17/2022 3:52 PM
667	I am a student so keeping up with work and the kids as well as school.	11/17/2022 3:20 PM
668	Parents not following through with their children s education needs	11/17/2022 2:55 PM
669	Not getting paid enough for all the effort I put into my job.	11/17/2022 2:38 PM
670	I don't believe ECE workers are compensated fairly. Fast food workers are being hired at the same rate we are, which proves we are making minimum wage. However, it takes a lot more skill and patience to work in ECE.	11/17/2022 1:56 PM
671	Being short on staff.	11/17/2022 1:01 PM
672	staff retention and pay	11/17/2022 12:26 PM
673	Not feeling appreciated by parents. After 30 years, this is a new problem with a new generation of wealthy parents.	11/17/2022 12:22 PM
674	Difficulty paying for good staff	11/17/2022 12:08 PM
675	Keeping up with the stress of every changing idea as to our place in the child's life	11/17/2022 11:41 AM
676	Outdoor and indoor play	11/17/2022 10:44 AM
677	Wages. I'm a single mom to a one year old & can't afford to live on our own, or but her in childcare, or go to school. It is hard even getting groceries because of the prices of everything going up and not getting a raise to reflect that. I love my job and working with the kids. I love I get to be with my daughter all day but it is hard to provide for her & I most months.	11/17/2022 9:55 AM
678	Wages	11/17/2022 9:21 AM
679	Children with challenging behavior and special necessities	11/17/2022 8:39 AM
680	Little support from leadership within the daycare because everyone is in ratio, etc.	11/17/2022 8:17 AM
681	Low wages and long hours and children with behavior issues due to COVID lockdowns.	11/17/2022 8:07 AM
682	Staff shortages, proper training and education.	11/17/2022 7:09 AM
683	Staffing	11/17/2022 5:49 AM

## Early Care and Education Professional Survey

684	Managing children that need redirection.	11/17/2022 4:52 AM
685	One of the challenges that I face as an early care and education professional is having many children and dealing with children with difficult behaviors and to find strategies to manage them.	11/16/2022 11:28 PM
686	Self care. Giving all you have for children, parents, coworkers, and boss for so many hours a day that physically and mentally you're to drained to care for your home and family the way they deserve!	11/16/2022 10:22 PM
687	Under staffing but extra training requirements	11/16/2022 10:04 PM
688	I need to figure out what courses to take based on my level as an assistant for preschool students.	11/16/2022 10:02 PM
689	Wages	11/16/2022 9:30 PM
690	Never having consistent teachers	11/16/2022 9:22 PM
691	Not getting help for behavior issues. From either parents or owner.	11/16/2022 9:08 PM
692	Employees	11/16/2022 8:52 PM
693	The biggest challenge is I work my tail off and I don't get paid very much. I'm literally exhausted mentally and physically by the end of the day for only \$9 an hour.	11/16/2022 8:48 PM
694	Not enough staff Turnover	11/16/2022 8:47 PM
695	Keeping up with being a single mom and loving my job but not making enough to get by.	11/16/2022 8:35 PM
696	Director to staff communication is a bit rough	11/16/2022 7:53 PM
697	I love what I do, but I do not get paid enough:	11/16/2022 7:32 PM
698	The ratio is way too high for infants. It's extremely stressful.	11/16/2022 7:25 PM
699	Wages and benefits, which reflect how very little children and .those who work with them are valued in our society	11/16/2022 7:21 PM
700	Making enough money to get by. I love my job, but the economy is making it hard to work for less than what McDonald's pays.	11/16/2022 7:11 PM
701	Probably my anxiety and sometimes stress	11/16/2022 7:08 PM
702	Support for children with disabilities.	11/16/2022 6:58 PM
703	Continue to improve my education	11/16/2022 5:50 PM
704	Balancing home life and work life. It can be draining being with kids all day and then going on to kids.	11/16/2022 5:37 PM
705	Resources for behavioral needs	11/16/2022 5:26 PM
706	Wages	11/16/2022 5:24 PM
707	None, I love it, it's my passion	11/16/2022 5:16 PM
708	N/A	11/16/2022 5:02 PM
709	Not making enough money, especially with how expensive everything is it's tough. I love my job but it's getting hard	11/16/2022 4:29 PM
710	The little compensation for the time and effort of working with children.	11/16/2022 4:26 PM
711	Childrens behavior and ways to deal with them. Keeping them busy!	11/16/2022 4:20 PM
712	Children with behavior problems	11/16/2022 4:19 PM
713	People working at McDonald's get paid more than we do. They not have to have an education. It cost us a lot of money And education to maintain our jobs That requires licenses and etc. There's no way we can make it in today's market on our salaries. Unfortunately families suffer because of the limited amount of childcare out there now. Everyone is closing down and I am afraid that this market cannot maintain itself like this. children won't have a place to go soon.	11/16/2022 4:12 PM

## Early Care and Education Professional Survey

714	Finding time to finish my education and money	11/16/2022 4:11 PM
715	hiring long term staff	11/16/2022 4:03 PM
716	Wages not being enough to support my family.	11/16/2022 3:52 PM
717	The stark difference between the expectations my center has and the lack of at the children's homes.	11/16/2022 3:45 PM
718	N/A	11/16/2022 3:38 PM
719	Keeping myself mentally well so that I can give the best care for the children and making ends meet financially.	11/16/2022 3:34 PM
720	The ratio is to much from one person with all the documentation and pictures constantly taking away from the quality of care given.	11/16/2022 3:28 PM
721	The ones listed above.	11/16/2022 3:27 PM
722	Children's Mental Health	11/16/2022 2:49 PM
723	Overall toll of having to work 40 hours a week to make ends meet. I would like to work 30ish hours instead.	11/16/2022 2:48 PM
724	Keeping staff motivated	11/16/2022 2:40 PM
725	Low wages	11/16/2022 2:33 PM
726	Exposure to illnesses.	11/16/2022 2:24 PM
727	Personally for me is finding time to read and research new programs or training that's available to me in my off hours.	11/16/2022 2:19 PM
728	Low wages	11/16/2022 2:16 PM
729	Burn out because there is often a lack of staff within our building.	11/16/2022 2:14 PM
730	Steady help	11/16/2022 2:13 PM
731	Doing what it love while not earning a living wage compared to my education level.	11/16/2022 2:13 PM
732	I feel the biggest challenge I face is people seeing this career path as just babysitting. I believe we are professionals.	11/16/2022 2:11 PM
733	change in staff, support staff for challenging behaviors, knowledge and education on challenging behaviors	11/16/2022 2:08 PM
734	The biggest challenge I have working in early childcare is the pay. I feel we don't get payed enough. Other than that I love my job seeing the little faces and all different kinds of children with different characteristics is amazing.	11/16/2022 2:04 PM
735	Trying to balance the groups with children since they have a variety of disabilities.	11/16/2022 2:03 PM
736	Being a college student as well	11/16/2022 1:47 PM
737	Not enough staff or help in the classroom when having challenging behaviors. No support.	11/16/2022 1:38 PM
738	Finding quality staff and Retaining staff	11/16/2022 1:38 PM
739	Learning to manage stressful days	11/16/2022 1:38 PM
740	Money wages don't make enough to life off of and always struggling	11/16/2022 1:33 PM
741	Struggling to make ends meet because of low wages.	11/16/2022 1:31 PM
742	Managing the parents perceptions and emotions. Not being paid enough.	11/16/2022 1:26 PM
743	Relationships with parents	11/16/2022 1:18 PM
744	The biggest challenge I face comes from the coworkers in my facility.	11/16/2022 1:18 PM
745	Handling the stress of the other teachers getting put on my shoulders	11/16/2022 1:14 PM
746	Working and school and trying to raise a family	11/16/2022 1:06 PM

## Early Care and Education Professional Survey

747	Trying to work with parents whose children are more than just a handful and how those parents don't want to help fix it and don't see a problem with their kids disrupting other Children's learning or experience.	11/16/2022 1:05 PM
748	Keeping calm in stressful situations	11/16/2022 1:00 PM
749	COVID was challenging, parents, and wages.	11/16/2022 12:57 PM
750	The biggest challenge I face is the wage I receive. I've had to consider other options for employment because the wages are so low. There is not enough money for daycare centers. As the owner, that means I will have to shut down my daycare which is the largest center in American Falls. Once the grant money ends, I don't know what we will do.	11/16/2022 12:56 PM
751	Working with children is an emotional job! You are never alone, you don't get adult conversation, and it's never quiet. And although it's more rewarding than any other job I've worked, it's also the most exhausting. Time off and breaks are not very available to allow you to recharge emotionally.	11/16/2022 12:55 PM
752	Not being seen or treated as a professional and not having any prep time.	11/16/2022 12:53 PM
753	because I am a little older just seems harder but still sometimes so rewarding.	11/16/2022 12:53 PM
754	finding good employee's	11/16/2022 12:46 PM
755	Parents and getting them to pay their bills.	11/16/2022 12:43 PM
756	Funding for quality supplies.	11/16/2022 12:41 PM
757	Harder kids	11/16/2022 12:40 PM
758	My biggest challenge is not having extra help during my lesson to make it flow easier	11/16/2022 12:38 PM
759	it is very hard to keep your patience with children , and especially when we are short staffed. it puts stress onto our director and that translates to us employees as well.	11/16/2022 12:34 PM
760	I love my job and this field but it is hard to justify staying in the field when money is tight	11/16/2022 12:33 PM
761	The teacher to kid ratio if it's a low count we get sent home so it's as if u came to work for nothing	11/16/2022 12:32 PM
762	Financially making it and also staff over turn makes it stressful sometimes	11/16/2022 12:31 PM
763	Fair wages is the biggest for me. Then hours.	11/16/2022 12:26 PM
764	The biggest challenge that I face is that we often don't have enough staff to take care of all the kids in our center. It feels overwhelming to have so many kids and to be completely responsible for them, without knowing when I was going to get a break or when my workday would finally be over. Additionally, it's expensive to pay for all of the trainings and background checks needed. I don't have the money to continually be paying for new \$90 background checks, or for \$80 CPR trainings.	11/16/2022 12:23 PM
765	I'm a single parent and I love my job. But I struggle to make ends meet.	11/16/2022 12:20 PM
766	Disruptive children, helicopter parents, parents that just don't care, keeping school age kids engaged	11/16/2022 12:18 PM
767	behavior	11/16/2022 12:17 PM
768	Having parents and other staff following through with their end	11/16/2022 12:15 PM
769	Bit being able to hire any outside staff. Even for just minimal hours.	11/16/2022 12:08 PM
770	offering employee benefits, especially 401K. Many employees does not have retirement plan	11/16/2022 12:00 PM
771	Ability to manage the class sizes well enough to do engaging activities with the kids.	11/16/2022 11:58 AM
772	Parents	11/16/2022 11:51 AM
773	Coordinating with parentsq	11/16/2022 11:51 AM
774	Paying my bills with such low wages for working in Preschool is my biggest challenge, but I know the children need my help with consistency and teaching, so I stay.	11/16/2022 11:41 AM

## Early Care and Education Professional Survey

775	Retaining Staff	11/16/2022 11:38 AM
776	Financial	11/16/2022 11:28 AM
777	Constant staff shortage (Untrained staff and lack of living wage)	11/16/2022 11:13 AM
778	Figuring out to help a certain child not be physical abusive to teachers & children	11/16/2022 11:12 AM
779	Cost of everything increasing child care needs to increase as well. We need to pay our employees more.	11/16/2022 11:12 AM
780	Wages!	11/16/2022 11:08 AM
781	Keeping Staff Not being able to pay more to our awesome staff	11/16/2022 11:02 AM
782	Finding enough parents who are committed to assisting in the education of their children.	11/16/2022 11:02 AM
783	Parent involvement and resources with challenging behaviors.	11/16/2022 11:02 AM
784	Time and energy for training	11/16/2022 11:00 AM
785	We face low wages, no benefits no appreciation and no relief. We are always understaffed.	11/16/2022 10:57 AM
786	Children who have never been in a structured environment	11/16/2022 10:55 AM
787	Trying to educate parents on several topics involved with a child care setting. I think some parents need parenting classes.	11/16/2022 10:55 AM
788	Keeping tuition affordable for the community while striving for livable wages for my staff.	11/16/2022 10:49 AM
789	Providing for families that don't pay for services	11/16/2022 10:48 AM
790	The lack of employee benefits is the only negative aspect from my employer.	11/16/2022 10:32 AM
791	Wages. As the owner of a facility, it is very bothersome that McDonalds is able to pay more than I am and my staff are the people caring for children.	11/16/2022 10:30 AM
792	Co-workers	11/16/2022 10:30 AM
793	Keeping my children safe.	11/16/2022 10:27 AM
794	I would say the biggest challenge is the communication between parent and staff. It has come to my attention that some parents would like early care professionals to solely focus on their children without understanding that they have other children that also need care. Thus, the challenge comes in trying to explain to parents that we can't do one-on-one care with just their child and that we need parents to also part take in their childs education.	11/16/2022 10:22 AM
795	Wages.	11/16/2022 10:21 AM
796	It is high burnout. So much behavior, so much paperwork, so little pay. It's a lot of stress for an unlivable wage. I wouldn't be able to survive on this income without my husband's income. It is such an important job, it's very frustrating that we don't have more support or incentives.	11/16/2022 10:20 AM
797	Staffing	11/16/2022 10:18 AM
798	Educating the parents	11/16/2022 10:15 AM
799	Keeping employees	11/16/2022 10:04 AM
800	Wages are not high enough for staff to be able to work just one job. Cost of living is going up but wages aren't where they should be for individuals to be able to support their family.	11/16/2022 9:58 AM
801	Staff turnover and not able to pay them the wage they deserve.	11/16/2022 9:53 AM
802	Wage	11/16/2022 9:53 AM
803	Parents who don't really act like they care about the well being of their kids or other people's children	11/16/2022 9:49 AM
804	N/a	11/16/2022 9:48 AM
805	Having the resources to give the parents	11/16/2022 9:44 AM
806	Not everyone adhering to what is taught. It's hard to build standards and goals when no one	11/16/2022 9:43 AM

## Early Care and Education Professional Survey

	cares about the material we are shown.	
807	That when the financial aid and hazard pay end I will no longer be able to afford to work in this field.	11/16/2022 9:39 AM
808	Balance. Teachers/Parents/Finance/Boundaries/Communication	11/16/2022 9:34 AM
809	Making sure all employees are treated equal, and keeping them all stress free. Child care can be very challenging.	11/16/2022 9:33 AM
810	Honestly as a single parent.... financial struggles. My teenager makes more working at fast food than I do caring for/educating children. Good Medical insurance is unattainable, unless I stay on Medicaid...having to watch my hours and wages to qualify financially.	11/16/2022 9:32 AM
811	The wages are low and it's hard to pay bills if hours are cut due to low attendance levels.	11/16/2022 9:30 AM
812	New things about kids and get to know them better	11/16/2022 9:28 AM
813	Probably just the wage	11/16/2022 9:28 AM
814	Trying to stay in a field I love but not being able to survive in the treasure valley anymore. Also trying to take care of myself so that I can provide for children.	11/16/2022 9:27 AM
815	Very bad behavior and parents refuse to help with them.	11/16/2022 9:21 AM
816	That not every kid is gonna act and be the same, there will be challenges along the way with each child I have in a class. The other thing would have to be the coworkers, we all don't teacher the same and I have to remember that at times, when things aren't done a way I would have done it.	11/16/2022 9:17 AM
817	It is hard to balance my special needs son's therapy schedule with my work schedule so that I can get enough hours to make enough to help support my family.	11/16/2022 9:16 AM
818	All of the training that I have to do	11/16/2022 9:07 AM
819	managing work/life balance in these stressful times	11/16/2022 9:04 AM
820	Although I love my career path, wage is always a factor. We do not get paid enough to survive. McDonalds offers higher wages than those of us who care for their children while they work.	11/16/2022 9:00 AM
821	Low Wages	11/16/2022 8:58 AM
822	As management now I earn a barely living wage, our care givers cannot earn a living wage, can't get a day off, take forever to get background checks to qualify. Nearly impossible to run for families in our community.	11/16/2022 8:57 AM
823	Needing accommodations at work, especially computer skills.	11/16/2022 8:57 AM
824	Noto having enough children enrolled. We are facing closure in June when the phase 4 grant ends if we dont get more kids enrolled.	11/16/2022 8:55 AM
825	Dealing with children's different behaviors and how to handle everyone's behavior in a good way	11/16/2022 8:52 AM
826	Wages	11/16/2022 8:51 AM
827	Wages- childcare wages are not what they should be in most places and that can affect someone being able to stay at a job they love.	11/16/2022 8:50 AM
828	Wages in the field are just not sufficient to live off of.	11/16/2022 8:48 AM
829	Finding reliable people to help who can pass background checks, low wages ( I only charge 15.00 per day and half my parents can't pay their bill) I do ICCP but will not continue if parents don't use it because I will have to relicense every year and long hours.	11/16/2022 8:48 AM
830	Paying staff enough to reduce turnover. Finding affordable housing in Valley County.	11/16/2022 8:47 AM
831	Burnout	11/16/2022 8:47 AM
832	Poverty	11/16/2022 8:44 AM
833	Hiring	11/16/2022 8:43 AM

## Early Care and Education Professional Survey

834	Never having an adequate sub when I need to take time off for a sick child or my own illness. NEVER being able to take a mental health day. Feeling that any time I need off, even when it's usually to run my kids to doctors appointments and stay home sick, makes me feel guilty because we are always short staffed and I know it leaves everyone at work doing more. Hearing management down talk people for calling in sick. Having to work WHILE sick because it's an unspoken expectation. I work while sick so I will be allowed to call in if my own children are sick. Management doesnt want to hire anyone extra to float or sub and the turnover rate is high because teachers cannot.put their own needs and health first and feel very guilty taking any time off.	11/16/2022 8:42 AM
835	employee turn over	11/16/2022 8:42 AM
836	Keeping all the children engaged during our learning activities. Not hitting eachother.	11/16/2022 8:40 AM
837	Wages.	11/16/2022 8:38 AM
838	Lack of respect for early childhood educators and quality programs in our region.	11/16/2022 8:37 AM
839	Trying to make ends meet, and not bring that stress into work	11/16/2022 8:37 AM
840	Parent Drama	11/16/2022 8:33 AM
841	I love being in early care. I think the most stressful thing is how underpaid workers are and how we work super long hours to only make a small check.	11/16/2022 8:30 AM
842	Not enough staff for the number of children we serve	11/16/2022 8:28 AM
843	Having to be flexible to go in all classrooms. Each classroom has their own needs and way to do things. To be able to switch And immediately know what to do is a challenge.	11/16/2022 8:27 AM
844	getting parents to pay in a timely manner and finding employees who care about children deeply	11/16/2022 8:23 AM
845	Parents bringing sick kids in constantly leading to staff getting sick. Since we are already stretched thin it makes it really hard on the staff.	11/16/2022 8:23 AM
846	Low pay	11/16/2022 8:20 AM
847	the wage and the cost to keep my license, take classes, and to maintain my cpr and first aid license.	11/16/2022 8:18 AM
848	As a Leader it is extremely difficult to find younger workers who have a passion, who are willing to get on the floor with children & just play & be silly. They want to hover over them, heard them, but are lacking in the love/drive you need to be a productive childcare teacher. Also, work ethic is out the window, into oblivion. Quitting for no reason, demanding ridiculous requests, one of them being compensation, complaining without a true end goal, no call/no show then thinking you still have a job. Etc.	11/16/2022 8:18 AM
849	Working with families during this stressful time.	11/16/2022 8:17 AM
850	Not burning out from the training requirements, once you've been in business this long, it's hard to find trainings that interest you.	11/16/2022 8:17 AM
851	We do not get paid enough for the work that we do. We do not get monetary bonuses. We barely make enough to survive.	11/16/2022 8:15 AM
852	Low pay for what we really do	11/16/2022 8:15 AM
853	Knowing how to handle difficult situations in a calm and caring way	11/16/2022 8:15 AM
854	Hiring and keeping quality staff	11/16/2022 8:13 AM
855	Licenses	11/16/2022 8:12 AM
856	Wishing the pay was higher	11/16/2022 8:09 AM
857	Poor pay, rude/ ungrateful parents.	11/16/2022 8:07 AM
858	The biggest challenge I face are low wages and not good benefits. I wish I was paid more, especially because I have a Bachelors Degree. I think all the time about getting a better paying job with better benefits. I don't do it because I love kids and I love making a difference in their lives.	11/16/2022 8:06 AM

## Early Care and Education Professional Survey

859	Burn out and my own kids getting sick from daycare and having to miss work/ daycare	11/16/2022 8:01 AM
860	Being treated as less than when I a lot of knowledge and practical experience.	11/16/2022 7:59 AM
861	getting my bills paid,	11/16/2022 7:59 AM
862	Burnout. Lack of appreciation by families	11/16/2022 7:58 AM
863	Too low of wages and not enough support in all areas of the job.	11/16/2022 7:58 AM
864	Being short staffed from the turnover rate being so high, and wages/lack of benefits	11/16/2022 7:57 AM
865	Lack of parent involvement, challenging behaviors, bad management and low wage for what I'm doing	11/16/2022 7:57 AM
866	Staffing	11/16/2022 7:52 AM
867	It's keeping up to date with all the new changes in childcare that are constantly happening each year. It's hard maintaining a good balance with purchases of new things without support since everything is expensive now.	11/16/2022 7:50 AM
868	The biggest challenge I face is not enough staffing to be able to do fun activities or go on field trips with our kids.	11/16/2022 7:49 AM
869	Finding qualified candidates and having them continue long term in childcare	11/16/2022 7:45 AM
870	Low wages	11/16/2022 7:45 AM
871	Consistent income	11/16/2022 7:44 AM
872	Illness	11/16/2022 7:44 AM
873	Lack of respect for how challenging, skilled, and vital this job is, which trickles down into wages and compensation (compared to other jobs with similar education levels).	11/16/2022 7:38 AM
874	Children's behavior	11/16/2022 7:38 AM
875	Staffing my center, making a profit so that I can be paid and pay my bills, hiring and retaining staff at an acceptable wage, and having enough staff to staff all my classrooms and be able to have the appropriate amount of kids to pay for the program that we offer.	11/16/2022 7:37 AM
876	Getting by on childcare wages.	11/16/2022 7:36 AM
877	Pay	11/16/2022 7:34 AM
878	My challenge is to do my job better	11/16/2022 7:34 AM
879	Being understaffed and having a low sub count.	11/16/2022 7:30 AM
880	Minimal wages make it hard to afford cost of living	11/16/2022 7:29 AM
881	Low wages accompanied by high expectations. I am supposed to care for a minimum of 8 kids by myself and yet can hardly pay my bills or afford to have children of my because child care centers have low employees we are not able to recieve FMLA and are not eligible for maternity leave or any type of financial assistance.	11/16/2022 7:27 AM
882	The biggest challenge I face is being paid a living wage. My job is stressful, high demanding, and often times unsafe (Covid/sickness). I feel that my pay does not reflect the effort I put in on a daily basis.	11/16/2022 7:24 AM
883	Lack of support from outside services. They are so overwhelmed with needs and lack of workers that they cannot serve the needs well.	11/16/2022 7:24 AM
884	Staffing	11/16/2022 7:23 AM
885	The biggest challenge is what art projects I'm going to do with my two year olds that day	11/16/2022 7:21 AM
886	Short staff	11/16/2022 7:18 AM
887	Turn over in staff and staff that wants to work	11/16/2022 7:14 AM
888	I Definitely DO NOT get paid enough, since at a non-profit organization, a church preschool.	11/16/2022 7:14 AM

## Early Care and Education Professional Survey

889	I would love to have more time for Professional Development and Education but making time for that is a challenge.	11/16/2022 7:13 AM
890	Not enough time in the day.	11/16/2022 7:12 AM
891	Feeling overwhelmed, stress due to environment in classroom	11/16/2022 7:10 AM
892	Wages and stress	11/16/2022 7:10 AM
893	Rise is sometimes hard to navigate	11/16/2022 7:09 AM
894	Low pay for a family of 6	11/16/2022 7:08 AM
895	Doing the work of many teachers	11/16/2022 7:05 AM
896	Staffing. There seems to never be enough and it causes problems in the classroom when there's not enough teachers.	11/16/2022 7:05 AM
897	over stimulation	11/16/2022 7:01 AM
898	The biggest challenge that i face is that I got diagnosed with Asperger's syndrome. But it doesn't stop me for working with kids I love working with kids.	11/16/2022 6:58 AM
899	Nothing yet	11/16/2022 6:57 AM
900	I love my job but sometimes there is a struggle with very difficult children or staff	11/16/2022 6:54 AM
901	Not having extra staff for coverage	11/16/2022 6:52 AM
902	Being short staffed.	11/16/2022 6:49 AM
903	Working with qualified professionals.	11/16/2022 6:48 AM
904	Administration and parents	11/16/2022 6:48 AM
905	Parents, and children get harder and harder to deal with	11/16/2022 6:47 AM
906	Staff turnover and people's different levels of being able to handle taking care of children.	11/16/2022 6:45 AM
907	competitive wages	11/16/2022 6:44 AM
908	Cost of expenses, wages, supplies, activities supplies kids, cost of food.	11/16/2022 6:43 AM
909	Finances	11/16/2022 6:41 AM
910	It is very frustrating to see that basically every other line of work is paying significantly more to their employees than we are making taking care of their children. If free childcare for my youngest wasn't an option, I would not be working in early care. It wouldn't make any sense. I think a lot of early care professionals realize this and are switching career paths based on their needs.	11/16/2022 6:38 AM
911	Understaffed	11/16/2022 6:38 AM
912	Behavior problems, Never enough staff!	11/16/2022 6:37 AM
913	Balancing the dedication to other people's children with the need to put my own first	11/16/2022 6:37 AM
914	Sometimes trying to juggle taking time to care for them and interacting with them	11/16/2022 6:33 AM
915	Children who have no discipline and are allowed to live with no boundaries	11/16/2022 6:30 AM
916	Really messes with my immune health	11/16/2022 6:30 AM
917	I absolutely love what i do but a wage increase would definitely be appreciated.	11/16/2022 6:29 AM
918	Increasing aggression and violence from children.	11/16/2022 6:25 AM
919	Money and stress	11/16/2022 6:23 AM
920	Business	11/16/2022 6:23 AM
921	Not being fully staffed	11/16/2022 6:22 AM
922	Staff retention, the majority of teachers being hired can't handle it causing more stress on the teachers who have been working.	11/16/2022 6:21 AM

## Early Care and Education Professional Survey

923	For me it is juggling medical, family and career.	11/16/2022 6:19 AM
924	Staff in childcare centers should receive better training to help provide the best care for children. Also being paid more would be nice!	11/16/2022 6:18 AM
925	Balancing work and home life.	11/16/2022 6:17 AM
926	Keeping the staff ,	11/16/2022 6:15 AM
927	Keeping staff or having g them show up for their schedule time	11/16/2022 6:15 AM
928	Wages, hours	11/16/2022 6:12 AM
929	Pay	11/16/2022 6:12 AM
930	Low wages, working with fellow teachers who don't have an education in early ed.	11/16/2022 6:11 AM
931	Time to get everything done. Upper management not understanding	11/16/2022 6:10 AM
932	Finding quality employees.	11/16/2022 6:09 AM
933	Stress	11/16/2022 6:05 AM
934	Staffing is hard. Finding an individual who meets the qualifications and high standards is important when working with children.	11/16/2022 6:03 AM
935	Money is always tight within the program	11/16/2022 5:52 AM
936	Planning More activities with the kids	11/16/2022 5:51 AM
937	Finances	11/16/2022 5:50 AM
938	Staff and money	11/16/2022 5:48 AM
939	Retaining staff and paying them, and paying rent, food and expenses	11/16/2022 5:46 AM
940	Finding, training and keeping staff	11/16/2022 5:46 AM
941	Uncertainty with scheduling and long hours	11/16/2022 5:44 AM
942	Keeping up with the new ways to positively raise children	11/16/2022 5:43 AM
943	Wages, lack of benefits such as insurance, I have very little planning and prep time for my classroom, and always feel like we need more training.	11/16/2022 5:42 AM
944	At moments a sense of feeling burnt out.	11/16/2022 5:42 AM
945	The parents sometimes they don't understand rules like giving bottles binkis to the older children and going outside according to the weather	11/16/2022 5:31 AM
946	The low wages in a time where other companies are heavily increasing theirs	11/16/2022 5:26 AM
947	Wages and not getting support from management , not getting breathing breaks and extra staff help when needed	11/16/2022 5:24 AM
948	Always having the patience to understand non compliant children.	11/16/2022 5:15 AM
949	Biggest thing is just wage.	11/16/2022 5:10 AM
950	Affording the high expenses of wages, mortgages, and keeping high quality at the same time.	11/16/2022 5:08 AM
951	Trying to figure out away to help my children, but not seeing any training on IdahoRise.	11/16/2022 5:06 AM
952	The balance of feeling like a daycare due to continued staffing issues and the goal of being an actual early Ed center	11/16/2022 4:47 AM
953	Finding employees to work.	11/16/2022 4:43 AM
954	The cost vs the time and wages	11/16/2022 4:39 AM
955	Lurnig more with children's	11/16/2022 3:45 AM
956	The biggest challenge is high on kids low on staff. So a bunch of stress some staff can handle it pretty well but get overwhelmed.	11/16/2022 3:35 AM

## Early Care and Education Professional Survey

957	Costing so much for overhead. Insurance food, paper goods, infant,toddler , preschool supplies. Keeping repairs up,some jobs require you just bring yourself. Chilcare is very expensive to run a quality place.	11/16/2022 3:24 AM
958	Having time to fully dedicate my time to one of the areas.	11/16/2022 2:21 AM
959	Having the center under staffed, and being stressed for having to do the job in that manner	11/16/2022 2:00 AM
960	Parents who have a complaint but are not proactive when it comes to working together to find a solution. Example... potty training. They want their child potty trained and we are very attentive during the day but they aren't at home so it's a set back for the child. Also, I feel like more and more children have extreme behaviors starting at early ages and they can be extremely hard some days.	11/16/2022 1:50 AM
961	Finding the best way to teach each child along with teaching whole groups.	11/16/2022 1:36 AM
962	Energy to keep up with the kids.	11/16/2022 1:32 AM
963	Knowing the boundaries with children and making sure not to cross them.	11/16/2022 1:21 AM
964	My biggest challenge in early care and education professional is trying to find activities and cirriculum for 10 month olds and 14 month olds to share.	11/16/2022 1:20 AM
965	Making sure everyone is doing their part.	11/16/2022 1:07 AM
966	building knowledgeable well informed caring childcare employees in vested in quality childcare	11/16/2022 1:06 AM
967	Finding a employee or volunteer to help at our center	11/16/2022 1:05 AM
968	Keeping up with the cost of living.	11/16/2022 1:03 AM
969	Behavior problems	11/16/2022 12:55 AM
970	Dealing with burnout due to being consistently understaffed. It's hard to stay positive and keep routines when we have inconsistent schedules due to not having enough people working.	11/16/2022 12:38 AM
971	Not having enough resources to provide developmentally appropriate toy and materials for our classrooms	11/16/2022 12:38 AM
972	Feeling like the work I put in is not reflected in the wages I receive and the lack of benefits.	11/16/2022 12:34 AM
973	I feel undervalued and under appreciated by society. I'm getting a bachelors in CD but feel like I won't be able to make a living wage even with my education and experience.	11/16/2022 12:32 AM
974	Lack of resources	11/16/2022 12:30 AM
975	Support from burn out, lots of extra hours including meetings, events, trainings, etc. Lack of extra staff for when sick days are needed.	11/16/2022 12:23 AM
976	Wages	11/16/2022 12:22 AM
977	I don't find it very challenging, but I guess when they are sick.	11/16/2022 12:21 AM
978	Different behavioral traits	11/16/2022 12:21 AM
979	Unreliable coworkers	11/16/2022 12:13 AM
980	Parent communication	11/16/2022 12:13 AM
981	Supporting a family on low salaries. Burnout. Lack of respect from society	11/16/2022 12:09 AM
982	Lack of child care workers, high turn over.	11/16/2022 12:07 AM
983	Definitely money or sick pay . manage to catch all the sick kids germs when parents cant/wont keep sick kids home	11/16/2022 12:07 AM
984	Having parents learn about what the rules are in child care centers.	11/16/2022 12:07 AM
985	Lack of staffing and help in the classroom, which leads to stress and burnout.	11/16/2022 12:06 AM
986	Wanting to have more one on one time with the children for even the simple tasks	11/16/2022 12:06 AM
987	staffing	11/16/2022 12:05 AM

## Early Care and Education Professional Survey

988	Lack of staff and funding for quality programs	11/16/2022 12:05 AM
989	A challenge I face is learning to improve and make modifications to how I can better myself in early care and education professional.	11/16/2022 12:04 AM