CARES Plus Participant Survey Results, FY 2012-13

Presented at the
Children and Families Commission Meeting
October 24, 2013
CARES Plus Participant Survey, FY 2012-13

Outline

• Program and Evaluation
• Participant Characteristics
• Program Participation
• Participant Satisfaction
• Summary of Findings
CARES Plus Participant Survey, FY 2012-13

Program and Evaluation
CARES Plus addresses the need for access to high quality professional development of the Early Education workforce.

CARES Plus focuses on these contributing factors:
- Limited resources for optimal teacher effectiveness
- Limited resources for teacher training and educational attainment
- High teacher turnover

GUIDING PRINCIPLES
1. Interventions based on research and scientific theory (developmental psychology, neuropsychology).
3. First 5 Principles on Equity: Inclusive governance and participation, access to services, legislative and regulatory mandates, results-based accountability.
4. Cost-effective quality improvement of preschool learning environments.

* Teacher effectiveness is one of the most important factors for quality of early learning programs. "The relationship a child has with a teacher or caregiver...is the central most critical component of child care quality" (US Department of Education).

CARES Plus Logic Model

Comprehensive Approaches to Raising Educational Standards (CARES) Plus
Promoting high quality interaction between teachers and children in pre-school*

PROGRAM FOCUS
CARES Plus addresses the need for access to high quality professional development of the Early Education workforce.

PROGRAM MODEL
A teacher support and evaluation system:
- Professional development plan (CORE)
- Research based training (Component A)
- Higher education (Component B)
- Advising opportunities (Component C)
- MyTeachingPartner™ coaching pilot (Component D)
- Classroom observation for selected participants
- Assessment of the quality of teacher/child interactions (emotional support, classroom organization, instructional support)
- Stipends for program completion

SHORT -TERM OBJECTIVES
- Increase teacher effectiveness by improving quality of interaction with children
- Help teachers to develop professionally:
  - Coursework in ECE
  - Degree/permit attainment
  - Promotion
- Retain qualified teachers in the Early Childhood Education field

ULTIMATE GOALS
- Stable Early Childhood Education workforce
- Stable, caring, and interactive relationships between children and teachers
- Improved child outcomes

PROGRAM MODEL
CONCEPTUAL FRAMEWORK LOGIC MODEL 2/7/2013

October, 2013
CARES Plus Program
Requirements: CORE and One Component or More

| CORE | • Introduction to the CLASS™
|      | • Looking at CLASSrooms™
|      | • CARES Plus Tobacco Training: Kids and Smoke Don’t Mix
|      | • Annual meeting with a CARES Plus Advisor, completion a Professional Growth Plan, approved component requirements (elective, identified below), and completion of an annual participant survey. |

| Component A | • Minimum of 21 hours of CDE-approved professional growth training
|             | • CLASS observation (if randomly selected) |

| Component B | • Minimum of six units of higher education towards a degree in ECE, CD or related field
|             | • CLASS observation (if randomly selected) |

| Component C | • Serve as CARES Plus Advisor |

| Component D | • My Teaching Partner (MTP™) one-on-one professional growth coaching
|             | • Required to participate in CLASS™ observation |
CARES Plus Program Evaluation: Three Views of the Program

• Lead Agency View: Quality Performance Report (QPR)
  – Purpose: Qualitative assessment of program successes and challenges from Lead Agency point of view

• Research-Based Assessment View: Observations with Classroom Assessment Scoring System (CLASS™)
  – Purpose: Structured observation to assess quality of teacher-child interaction (validated instrument)

• Participant View: Online Survey
  – Purpose: Quantitative and qualitative assessment of satisfaction, successes, and challenges of the program from participants’ point of view
CARES Plus Participant Surveys: Three-Year Overview

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2011-12</th>
<th>2012-13</th>
<th>2013-14 (Planned)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Questions</td>
<td>7</td>
<td>24</td>
<td>24</td>
</tr>
<tr>
<td>Languages</td>
<td>English and Spanish</td>
<td>English and Spanish</td>
<td>English and Spanish</td>
</tr>
<tr>
<td>Required?</td>
<td>Voluntary</td>
<td>Voluntary</td>
<td>Required</td>
</tr>
<tr>
<td>Participants Contacted</td>
<td>3,775</td>
<td>5,950</td>
<td>5,000 +</td>
</tr>
<tr>
<td>Respondents</td>
<td>967</td>
<td>1,574</td>
<td>5,000 +</td>
</tr>
<tr>
<td>Response Rate</td>
<td>26%</td>
<td>26%</td>
<td>Near 100%</td>
</tr>
</tbody>
</table>

October, 2013
CARES Plus Participant Survey, FY 2012-13

Participant Characteristics
CARES Plus Participant Survey, FY 2012-13

Participant Characteristics

Gender
• 98% Female

Setting Type
• 83% in center-based setting
• 17% in family child setting

Age of Children in Classroom
• 58% preschoolers
• 27% toddlers
• 15% infants
Which racial and/or ethnic category do you most identify with?

- Hispanic or Latino: 44%
- White: 24%
- Asian: 11%
- Black or African American: 7%
- Decline to state: 6%
- Two or more races: 4%
- Other: 3%
- Native Hawaiian or Pacific Islander: 1%
- American Indian or Alaskan Native: 1%

n=1,536 respondents

October, 2013
What is your highest level of education?

- Doctorate or other... 0%
- Master's degree 7%
- Bachelor's degree 31%
- Associate degree 29%
- Some college 25%
- High school diploma or GED 5%
- Less than high school... 3%

n=1,535 respondents
CARES Plus Participant Survey, FY 2012-13

Which degrees have you obtained that are related to Early Childhood Education or Child Development? (Check all that apply)

- Doctorate degree related to ECE/CD: 0%
- Master's degree related to ECE/CD: 4%
- Bachelor's degree related to ECE/CD: 20%
- Associate degree related to ECE/CD: 35%
- I have a degree, but not related to ECE/CD: 15%
- I have no degree: 26%

n=1,672 responses
What is your current California Development Permit level?

- I don't have a permit: 13%
- Assistant Teacher: 8%
- Associate Teacher: 19%
- Teacher: 16%
- Master Teacher: 8%
- Site Supervisor: 26%
- Program Director: 9%
- Other: 1%

n=1,525 respondents

October, 2013
How many years have you worked in the early care and educational field?

- 21% for 0-5 years
- 28% for 6-10 years
- 23% for 11-15 years
- 12% for 16-20 years
- 16% for More than 20 years

n=1,536 respondents

October, 2013
CARES Plus Participant Survey, FY 2012-13

Program Participation
CARES Plus Participant Survey, FY 2012-13

Which CARES Plus component(s) did you participate in this school year? (Check all that apply)

<table>
<thead>
<tr>
<th>Component</th>
<th>Enrolled Participants</th>
<th>Survey Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>CORE</td>
<td>23%</td>
<td>28%</td>
</tr>
<tr>
<td>Component A</td>
<td>22%</td>
<td>32%</td>
</tr>
<tr>
<td>Component B</td>
<td>45%</td>
<td>22%</td>
</tr>
<tr>
<td>Component C</td>
<td>3%</td>
<td>9%</td>
</tr>
<tr>
<td>Component D</td>
<td>7%</td>
<td>9%</td>
</tr>
</tbody>
</table>

Enrolled participant responses n=4,931. Survey responses n=1,964.
CARES Plus Participant Survey, FY 2012-13
Language

What is your primary language?

- English: 58%
- Spanish: 28%
- Mandarin/Cantonese: 2%
- Filipino: 2%
- Vietnamese: 2%
- Armenian: 2%
- Other: 2%

In which language did you receive most of your CARES Plus training during the past school year?*

- English: 91%
- Spanish: 9%

*Additional languages offered to participants for MTP™ coaching included: Farsi, Hebrew, Cantonese, Mandarin, and Filipino (Visaya). Both graphs, n=1,536 respondents.
CARES Plus Participant Survey, FY 2012-13
Were Participants Able to Complete the Program?

• 95% of participant completed (or were scheduled to complete) all program requirements

• Reasons for non-completion include:
  – Schedule conflicts
  – Family conflicts
  – Access issues
CARES Plus Participant Survey, FY 2012-13
Expectations for Future Work in Early Care and Education

• 93% of participants expect to be working in ECE in the next 5 years

• 79% think the CARES Plus program has “very much” helped them continue working in this field (with another 18% saying program participation has helped them ‘somewhat’)

n=1,536 respondents

October, 2013
CARES Plus Participant Survey, FY 2012-13

Which features of CARES Plus did you find beneficial? (Check all that apply)

- Access to online training (Introduction to CLASS Looking at CLASSrooms): 72%
- Stipend: 69%
- Access to an advisor for development of a professional growth plan and career planning: 47%
- Access to other training resources (e.g., PITC, CSEFEL*): 43%
- Support in completing academic coursework (Community College level and higher): 34%
- Feedback received from the CLASS observations (if selected): 23%
- Coaching (My Teaching Partner): 22%
- None/Other: 1%

n=1,574 respondents

*PITC= Program for Infant/Toddler Care; CSEFEL=Center on the Social and Emotional Foundations for Early Learning

October, 2013
CARES Plus Participant Survey, FY 2012-13

How useful was your CARES Plus learning experience in terms of your professional development?

- Component A (21 Hours Prof. Dev.): 83% Very useful, 15% Somewhat useful, 2% Not very useful
- Component B (Higher Ed.): 84% Very useful, 15% Somewhat useful, 1% Not very useful
- Component C (Advisor): 85% Very useful, 14% Somewhat useful, 1% Not very useful
- Component D (My Teaching Partner™): 92% Very useful, 8% Somewhat useful, 1% Not very useful
- Total: 84% Very useful, 15% Somewhat useful, 2% Not very useful

Respondents: A n=622, B n=425, C n=185, D n=179, Total n=1,574

October, 2013
CARES Plus Participant Survey, FY 2012-13

Do you feel that you are a better teacher because of your participation in CARES Plus?

<table>
<thead>
<tr>
<th>Component</th>
<th>Very much</th>
<th>Somewhat</th>
<th>Not very much</th>
</tr>
</thead>
<tbody>
<tr>
<td>Component A (21 Hours Prof. Dev.)</td>
<td>76%</td>
<td>22%</td>
<td>2%</td>
</tr>
<tr>
<td>Component B (Higher Ed.)</td>
<td>77%</td>
<td>21%</td>
<td>2%</td>
</tr>
<tr>
<td>Component C (Advisor)</td>
<td>77%</td>
<td>19%</td>
<td>4%</td>
</tr>
<tr>
<td>Component D (My Teaching Partner™)</td>
<td>82%</td>
<td>16%</td>
<td>2%</td>
</tr>
<tr>
<td>Total</td>
<td>75%</td>
<td>22%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Respondents: A n=622, B n=425, C n=185, D n=179, Total n=1,574

October, 2013
CARES Plus Participant Survey, FY 2012-13

What effect do you think your CARES Plus experience will have on the children in your care?

Component A (21 Hours Prof. Dev.)
- Very positive: 89%
- Somewhat positive: 9%
- No difference: 2%

Component B (Higher Ed.)
- Very positive: 92%
- Somewhat positive: 7%
- No difference: 1%

Component C (Advisor)
- Very positive: 91%
- Somewhat positive: 8%
- No difference: 1%

Component D (My Teaching Partner™)
- Very positive: 93%
- Somewhat positive: 6%
- No difference: 2%

Total
- Very positive: 91%
- Somewhat positive: 8%
- No difference: 2%

Respondents: A n=622, B n=425, C n=185, D n=179, Total n=1,536

October, 2013
CARES Plus Participant Survey, FY 2012-13

If you participated in CORE this school year, how useful did you find these online courses? (All Components: A, B, C, D)

- **Looking at CLASSrooms (n=1,174 respondents)**
  - Very useful: 83%
  - Somewhat useful: 15%
  - Not very useful: 2%

- **Introduction to the CLASS (n=1,149 respondents)**
  - Very useful: 81%
  - Somewhat useful: 17%
  - Not very useful: 2%

Respondents: LAC n=1,174, Intro to the CLASS n=1,149

October, 2013
CARES Plus Participant Survey, FY 2012-13

Narrative Comments: Do you have additional comments or suggestions you would like to share about CARES Plus?

• 673 of the 1,574 respondents provided written comments that could be coded for tone and theme

• Tone:
  – 84% positive, 16% negative

• Themes for program improvement:
  – Advisors (participant access, limited training)
  – Online access
  – County communications with participants
CARES Plus Participant Survey, FY 2012-13
Summary of Findings

The majority of participants across CORE and Components A through D:

• Completed requirements (>92%)
• Indicated a high level of program satisfaction (>84% very positive)
• Attributed likelihood of staying in ECE to CARES Plus
• Said they are a better teacher as a result of participating
CARES Plus Participant Survey, FY 2012-13

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