

## Minnesota Recruitment and Retention Survey

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

### METHOD

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

### DEMOGRAPHICS

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

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

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

### WHERE RESPONDENTS LIVE AND WORK

Method: current home zip code.

Method: current work zip code.

## LEVEL OF EDUCATION, LICENSURE, AND WAGES

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

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

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

## EARLY EXPERIENCES IN THE FIELD

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

**Number      Percentage**

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

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

**Number      Percentage**

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

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

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

## WORK HISTORY

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

  

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

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

Number

Percentage

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

COVID-19 IMPACTS

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

Number

Percentage

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

## LEFT THE FIELD

17. Are you currently employed in the early childhood field and working with a child with a disability?	Number	Percentage
Yes		
No, I am working in another field		
No, I am retired		
No, I am furloughed		
No, I am seeking employment in another field		
No, I am seeking employment in the early childhood field		
<b>Grand Total</b>		
<i>If respondents were in another field, retired, or seeking employment in another field, they were asked the following questions.</i>		
18. What are you doing now that you are not in the early childhood special education field? (check all that apply)	Number	Percentage
Working in related field (general education, psychology, social work)		
Still in my profession by in a different setting (clinical, working with older populations of children or adults)		
I'm retired or not working		
<i>Other - Admin</i>		
<i>Other - sub</i>		
<i>Other - working part time</i>		
19. What factors influenced your decision to leave the field? (check all that apply)	Number	Percentage
Compensation was too low		
Lack of growth opportunities		
I retired		
Lack of respect for my profession from others		
Lack of paid time off		
This was never my career path		
I went back to school		
Health insurance or other benefits		
Family/own children		
Financial debt		
I did not have the professional supports I needed		
COVID-19		
Values of the profession didn't match my own		
My own medical issues		
I felt isolated		
Licensing requirements were burdensome		
I faced discrimination or lack of opportunities because of my race/ethnicity		
<i>Other - other job in education</i>		
<i>Other - wanted to work on systems change</i>		