Early Childhood Educator Employment Benefit Survey

Data Book

Summer *2026*

This survey report was compiled and written by staff of the Early Childhood Policy Research Lab at Tulane University, Lindsay Weixler, Alica Gerry, and Megan O'Connor.

Executive Summary

The goal of the early childhood educator employment benefits survey was to collect information about the employee benefit landscape for early childhood educators in New Orleans as self-reported by early childhood educators. We designed and implemented the survey to collect information on the availability and utilization of a wide variety of tangible and intangible employee benefits. The survey also sought to understand employee (rather than leadership) perceptions of the importance of benefits, barriers to use of employer provided benefits, and how benefits impact employment decision making.

We also hosted a series of focus groups with early childhood educators at the Agenda for Children offices in New Orleans in November 2025. The focus groups were designed to support and expand survey findings using a qualitative approach. More information on focus group design, participation, and key findings can be found in the corresponding research brief What Matters to Early Childhood Educators in the Workplace?

This survey report was compiled and written by staff of the Early Childhood Policy Research Lab at Tulane University, directed by Lindsay Weixler. Alica Gerry serves as the Research Analyst, and Megan O'Connor is the Program Manager. Additional data management and analytic support was provided by Clara Randall, Graduate Research Assistant, editorial support provided by Lexie Contreras, Graduate Research Assistant.

We would like to acknowledge and thank the early childhood educators who shared their experiences, so we could better understand the circumstances impacting employees in this critical profession.

Survey Development

The survey was developed by Tulane staff with review and feedback from Agenda for Children. Survey questions were sourced directly or adapted from Agenda for Children's wage enhancement survey and NAEYC ECE workforce surveys. A focus group with eight early childhood educators was held in May 2025 to test survey format and length as well as question and response understanding and interpretation. Several substantive revisions came out of this focus group including:

- Added an 'I don't know' response option when asking about benefits provided by employer to understand general awareness of / communication around benefits.
- Added questions about benefits usage – some indication in focus group that benefits were inaccessible for variety of reasons even if employer provided them.

The final version of the survey (Appendix A) was programmed into Qualtrics and tested by Tulane staff and student interns before distribution to the study population.

Sampling and Data Collection

All early childhood educators employed at a licensed Type III[1] center in Orleans Parish in academic year 2025-26 were eligible to participate in the survey. Early Childhood Education leadership personnel, including center directors, supervisors, and owners were not eligible for participation. Email addresses for eligible early childhood educators were compiled by Agenda for Children from the SmartTeach GOLD by Teaching Strategies system. Agenda for Children emailed eligible early childhood educators an invitation to participate and a link to the online survey in June 2025 [Appendix B]. Educators were notified that they would be entered into a raffle for a $100 gift card for completing the survey; 10 winners were selected from all completed surveys. Survey results were anonymized and not connected to individuals or individual centers. However, in order to track results by center type, four separate links were created – one for each center type of interest to the Agenda for Children team. The four Type III center types included:

Type III Center Types Recruited for Survey Participation

Centers with contracted seats

Early Head Start and Head Start-Only Centers (EHS/HS):
Centers that only provide childcare via federal funding for Early Head Start (EHS) and Head Start (HS) programs; EHS and HS grantees are required to meet additional staff credential requirements and, on average, offer higher wages than the private childcare sector.

Child Care Assistance Program B-3 (CCAP B3):
Centers receiving CCAP B-3 grant funding to serve 0-3 year-olds; CCAP B-3 funding does not require centers adhere to a specific minimum wage or benefits.

City Seats and Early Head Start Child Care Partnership Sites (EHS CCPs with City Seats):
Centers contracting with the City Seats program administered by Agenda for Children and/or engage in an EHS Child Care Partnership grant (EHS-CCP); centers participating in City Seats must meet the city's living wage requirements (currently $16.01 per hour and at least 7 paid days off per year) for any staff funded by the program. Centers participating in EHS Child Care Partnership typically have to follow a specific pay scale as well. Because several sites participate in both City Seats and an EHS-Child Care Partnership, these two groups were combined for this survey.

Centers with no contracted seats

No contract seats:
Centers that do not have contracted seats through Early Head Start, CCAP B-3, City Seats or ECEF programs. These seats have no additional requirements for staff credentials or pay scales beyond what is required by licensing and the labor laws.

Each educator receiving a recruitment email received the link to the online survey that corresponded to the center type where they were employed at the time of data collection. Overall response rates and rates by center type are included in the Survey Results section, Table 1, and respondent distribution results are included in Table 2.

[1]**Type III early learning centers are facilities** licensed by the Louisiana Department of Education (LDOE) that provide care for 7 or more children, meet regulatory requirements set by the LDOE and are eligible to receive government funding

Analysis

The final analytic dataset consists of only early childhood educators who completed the survey; partial responses and responses from respondents who didn't meet the specified eligibility criteria (e.g. center directors, owners) were omitted from the analysis. To improve representativeness of the data, survey responses were weighted by center type. Descriptive analysis of quantitative survey data consisted of calculating response frequencies and percentages for each survey question, and cross tabulations to examine responses across different subgroups for a limited subset of questions. Corresponding confidence intervals were calculated for descriptive statistics, indicating the range within which the true population value is likely to fall. Due to rounding, percentages may not always sum to 100. Quantitative analysis of survey results was completed using STATA (version 19.5).

Cell suppression was applied throughout this report to protect respondent confidentiality. Any cell with an unweighted count of < 10 respondents is suppressed and indicated with "---". Because the report presents data across a range of subgroups, the percentage values associated with this threshold differ from table to table and should not be interpreted as a consistent cutoff. In some instances, additional cells have been suppressed beyond the primary cell to prevent readers from deducing suppressed values. When this was necessary, secondary suppression began with the next largest cell.

Write-in responses to survey questions were coded into existing categories when applicable, and remaining responses were summarized by category. Qualitative data from open-ended survey questions were organized, coded, and analyzed to identify key themes (Table 20, Table 25).

Table of Contents

Executive Summary 1

Survey Development 1

Sampling and Data Collection 2

Analysis 3

Survey Results 5

Response Rates 5

Respondent Characteristics 6

Employment Characteristics 7

Public Benefit Program Participation 8

Employer Provided Benefits 10

Perceived importance of benefits 15

Health insurance benefits 17

Childcare benefits 20

Barriers to Benefit Access 21

Employee Retention 23

End-of-Survey Free Text Responses 27

Appendix 30

Appendix A- Early Childhood Educator Benefit Survey 30

Appendix B- Survey Invitation Email 41

Survey Results

Response Rates

The overall unweighted response rate was 37.1% with a range of 28.9% in CCAP B3 centers to 48.4% in Early Head Start and Head Start (EHS/HS) centers. Definitions for the four center types are outlined in the Executive Summary, Sample and Data Collection section.

Table 1.

Survey response rate by center type

Center Type	Sampled N	Respondents n	Response Rate (unweighted)
Total	1037	384	37.1%
CCAP B3	130	36	27.7%
EHS/HS	279	135	48.4%
No contract seats	152	44	28.9%
EHS CCPs with City Seats	476	169	35.5%

Note: n is the number of survey solicitation emails sent without bounce back.

Respondents were not equally distributed across center types. To improve representativeness of the data, survey responses have been weighted by center type.

Table 2.

Sample and respondent distribution by center type

Center Type	Sampled N (%)	Respondents n (%)
Total	1037 (100%)	384 (100%)
CCAP B3	130 (12.5%)	36 (9.4%)
EHS/HS	279 (26.9%)	135 (35.2%)
No contract seats	152 (14.7%)	44 (11.5%)
EHS CCPs with City Seats	476 (45.9%)	169 (44.0%)

Note: Sampled are the number of survey solicitation emails sent without bounce back. Respondents are number of completed surveys received.

Respondent Characteristics

Table 3.

Survey respondent characteristics (n=384)

Characteristic	Weighted %	[95% CI]
Age (years)		
<25	7	[4, 10]
25-34	26	[21, 30]
35-44	20	[16, 24]
45-54	25	[21, 29]
55-64	15	[12, 20]
65+	8	[5, 11]
Marital status		
Single	76	[71, 80]
Married	20	[16, 25]
Prefer not to say	4	[3, 7]
Number of dependents living in home		
None	35	[31, 40]
1	21	17, 26]
2	20	[16, 24]
2	11	[8, 15]
3	11	[8, 14]
4+	---	---

Note: CI is Confidence Interval.

Employment Characteristics

Table 4.

Respondent employment characteristics (n=384)

Table Reads: 67% of educators reported their current position was lead teacher.

Employment characteristics	Weighted %	[95% CI]
Current role		
Lead Teacher	67	[62, 72]
Co-teacher	11	[8, 15]
Assistant teacher/teacher's aide/paraprofessional	11	[8, 14]
Floater	---	---
Teacher and site leader	6	[4, 8]
Other	4	[2, 6]
Years as early childhood educator		
Less than one year	3	[2, 6]
1-2 years	12	[9, 16]
3-5 years	18	[14, 22]
6-10 years	17	[14, 22]
11-15 years	14	[11, 18]
More than 15 years	36	[31, 41]
Years at current center		
Less than one year	9	[6, 12]
1-2 years	26	[22, 31]
3-5 years	28	[23, 33]
6-10 years	19	[15, 23]
11-15 years	8	[6, 11]
More than 15 years	11	[11, 14]
Average number of hours worked in a week		
20-29 hours	4	[2, 6]
30-39 hours	24	[20, 29]
Over 40 hours	72	[67, 76]

Note: CI is Confidence Interval

Public Benefit Program Participation

Respondents were asked about their use of the following public benefit programs:

Program Description	General Eligibility*
Medicaid (for self)	
Free or low-cost health insurance for low-income adults	Household income at or below 138% of the federal poverty level (FPL) Medicaid Eligibility Manual | Louisiana Department of Health
Medicaid (for children) or Louisiana Children's Health Insurance Program (LaCHIP)	
Free or low-cost health insurance for low-income children	Household income at or below 250% of the FPL LaCHIP (Louisiana Children's Health Insurance Program) | Louisiana Department of Health
Supplemental Nutrition Assistance Program (SNAP)	
Monthly funds for groceries for low-income families	Household income at or below 200% of the FPL (in most cases) SNAP Eligibility & Application | Louisiana Department of Health
Section 8 or Housing Authority of New Orleans (HANO)	
Rental assistance for very low-income individuals and families	Household income at or below 50% of the area median income Housing Authority of New Orleans - Home
Women, Infants & Children (WIC)	
Food assistance, nutrition education, breastfeeding support, and referrals for pregnant women, postpartum women, infants, and children up to age 5	Household income at or below 185% of the FPL Women, Infants & Children Program (WIC) | Louisiana Department of Health

Table 5.

Participation in public benefits (options not exclusive)

Table Reads: 54% of respondents reported they did not receive any public benefits.

Receipt of public benefits	N[a] (%[b])	[95% CI]
None	211 (54%)	[49,59]
Medicaid (self)	81 (22%)	[18, 26]
SNAP	72 (19%)	[15, 23]
Medicaid or LaCHIP (child/ren)	72 (19%)	[15, 23]
Housing (HANO or Section 8)	57 (14%)	[11, 18]
WIC	13 (3%)	[2, 6]
Other	---(---)	---

Note: [a]unweighted n; [b]weighted %; CI is confidence interval

Respondents who reported participating in at least one public benefit program (46%) were asked to rate the following statement: ***It is important to me to keep these benefits even if that means limiting how much money I make*.**

Table 6.

Importance of keeping public benefits (n=173)

Table Reads: 15% of educators who receive any public benefits strongly agreed with the statement - It is important to me to keep these benefits even if that means limiting how much money I make.

	Strongly disagree	Disagree	Agree	Strongly Agree
	%[a] [95% CI]	%[a] [95% CI])	%[a] [95% CI]	%[a] [95% CI]
It is important to me to keep these benefits even if that means limiting how much money I make.	15 [11, 22]	27 [21, 34]	25 [19, 32]	33 [26, 40]

Note: [a] percent is weighted. CI is confidence interval.

Employer Provided Benefits

Table 7.

Availability of employer provided benefits (n=384)

Table Reads: 61% of educators reported their employer provides health insurance.

Employer provided benefit	Yes, my employer offers this		No, my employer does *not* offer this		I'm not sure	
	%[a]	[95% CI]	%[a]	[95% CI]	%[a]	[95% CI]
Health insurance	61	[56, 66]	28	[14, 33]	11	[8,15]
Dental and/or vision insurance	67	[62, 72]	24	[19, 28]	9	[7, 13]
Retirement contributions	60	[54, 65]	22	[18, 27]	18	[14, 22]
Short - term disability insurance	53	[48, 58]	28	[24, 33]	19	[15, 23]
Life insurance	61	[56, 66]	27	[22, 32]	12	[9, 16]
Paid family and medical leave	39	[34, 44]	34	[29, 39]	27	[23, 32]
Paid sick and/or vacation days	73	[68, 77]	19	[15, 23]	8	[6, 11]
Unpaid time off	48	[43, 54]	29	[24, 34]	23	[19, 27]
Designated regular daily breaks	74	[69, 78]	18	[14, 22]	9	[6, 12]
Flexible schedule	53	[48, 58]	37	[32, 42]	10	[7, 14]
Access to substitute pools	14	[11, 18]	52	[47, 57]	34	[29, 39]
Free professional development	80	[76, 84]	12	[9, 15]	8	[6, 12]
Free tuition / tuition discount for childcare	37	[32, 42]	29	[24, 34]	34	[29, 39]
Other benefits not listed above[b]	11	[8, 15]	29	[25, 34]	60	[55, 65]

Note: [a] weighted percent. [b] see table 8. CI is Confidence Interval.

Table 8.

Additional employer provided benefits

Theme	Description Example Quote
Financial support	Financial support was the most frequently cited category of additional employer benefit (n=7). Respondents described incentives and bonuses, stipends, and help with basic needs. *"Emergency Fund, Check advancement, Bonuses"* *"Quarterly Wellness Stipend that can be used any way we see fit"* *"Food pantry/assistant for bills"*
Supportive leadership	Three respondents described their leadership as easy to access and supportive across multiple facets of their personal and professional lives. *"An open door. Support from [NAME], our director on many levels, life events. She is always available to staff to encourage us and celebrate our wins and challenges us to be better educators."* *"Our director and leaders have an open-door policy and are excellent at supporting staff in different areas of life."*
Supplemental insurance	Three respondents mentioned supplemental insurance, insurance riders, and Aflac specifically.
Gym membership	Five respondents mentioned free gym membership for themselves and their families.
Tuition	One respondent noted free college tuition as an employer provided benefit.

Table 9.

Availability of employer provided benefits by center type (n=384)

Table reads: 36% of educators in CCAP B3 reported their employer provides health insurance.

Employer provided benefit	*Yes, my employer offers this benefit*							
	CCAP B3		EHS/HS		No contract seats		City Seats	
	%[a]	95%CI	%[a]	95%CI	%[a]	95%CI	%[a]	95%CI
Health insurance	36	[22, 53]	96	[90, 98]	61	[46, 75]	47	[40, 55]
Dental and/or vision insurance	39	[25, 56]	99	[94, 100]	59	[44, 73]	59	[52, 66]
Retirement contributions	42	[27, 58]	81	[74, 87]	66	[51, 78]	50	[42, 57]
Short - term disability insurance	33	[20, 50]	70	[61, 77]	50	[36, 64]	49	[42, 57]
Life insurance	36	[22, 53]	94	[89, 97]	55	[40, 69]	51	[44, 59]
Paid family and medical leave	28	[16, 44]	57	[49, 65]	41	[27, 56]	30	[24, 38]
Paid sick and/or vacation days	61	[44, 75]	79	[71, 85]	80	[65, 89]	71	[64, 77]
Unpaid time off	25	[14, 42]	53	[45, 62]	59	[44, 73]	49	[41, 56]
Designated regular daily breaks	61	[44, 75]	78	[70. 84]	89	[75, 95]	70	[62, 76]
Flexible schedule	56	[39, 71]	47	[38, 55]	50	[36, 64]	56	[49, 64]
Access to substitute pools	---	---	12	[7, 19]	---	---	18	[13, 24]
Free professional development	75	[58, 86]	87	[80, 91]	82	[68, 91]	77	[70, 83]
Free tuition / tuition discount for childcare	42	[27, 58]	34	[27, 42]	48	[34, 62]	34	[28, 42]
Other benefits not listed above	---	---	16	[10, 23]	20	[11, 35]	6	[3, 11]

Note: [a] percent is weighted. CI is Confidence Interval.

Respondents were asked about their use of all benefits provided by their employer.

Table 10.

Utilization of employer provided benefits

Table reads: 68% of educators who are offered employer provided health insurance reported using this benefit.

Employer provided benefit	Do you use the benefit provided by your employer?						
		Yes		No		No - I would like to but have trouble accessing it	
	n	%[a]	95% CI	%[a]	95% CI	%[a]	95% CI
Health insurance	249	68	[62, 73]	30	[24, 36]	2	[1, 5]
Dental and/or vision insurance	273	77	[72, 82]	20	[16, 25]	---	---
Retirement contributions	238	70	[64, 76]	25	[20, 31]	5	[3, 9]
Short - term disability insurance	211	57	[50, 64]	42	[35, 49]	---	---
Life insurance	251	76	[70, 81]	23	[18, 28]	---	---
Paid family and medical leave	156	64	[56, 71]	34	[27, 42]	---	---
Paid sick and/or vacation days	283	91	[87, 94]	8	[5, 12]	---	---
Unpaid time off	189	70	[63, 76]	28	[22, 35]	---	---
Designated regular daily breaks	284	92	[88, 95]	5	[3, 9]	---	---
Flexible schedule	200	90	[85, 93]	9	[6, 14]	---	---
Access to substitute pools	53	81	[68, 90]	---	---	---	---
Free professional development	310	97	[94, 99]	---	---	---	---
Free tuition / tuition discount for childcare	140	51	[43, 59]	46	[37, 54]	---	---

Note: [a] percent is weighted. CI is Confidence Interval.

Around three in four respondents (73%) reported that their employer provided paid sick and/or vacation days. These respondents were asked how many sick and vacation days they receive annually. For reporting purposes, sick and vacation days were combined into overall paid time off (PTO).

Table 11.

Overall paid time off (PTO) by center type (n=283)

Table reads: 22% of educators who reported their employer provided PTO reported they were offered less than 10 paid days off a year.

	<10 PTO days /year		10-20 PTO days/year		21 or more PTO days/year	
	%[a]	[95% CI]	%[a]	[95% CI]	%[a]	[95% CI]
Overall	22	[18, 26]	26	[22, 31]	52	[47, 57]
Center type						
CCAP B3	---	---	---	---	64	[47, 78]
EHS/HS	12	[7, 19]	26	[19, 34]	62	[54, 70]
No contract seats	---	---	---	---	59	[44, 73]
EHS CCPs with City Seats	33	[26, 40]	26	[20, 33]	41	[34, 49]

Note: [a] precent is weighted. CI is Confidence Interval.

Perceived importance of benefits

Table 12.

Importance of benefit among respondents reporting the benefit is provided by their employer

Table reads: Among the 249 educators who reported their employer provides health insurance, 4% reported this benefit was not at all important to them.

		How important is this benefit to you?		
Employer provided benefit	Yes, my employer provides this benefit n [a]	Not at all Important %[b] [95% CI]	Slightly or Moderately Important %[b] [95% CI]	Very or Extremely Important %[b] [95% CI]
Health insurance	249	4 [2, 7]	10 [7, 15]	86 (81, 89]
Dental and/or vision insurance	273	3 [2, 6]	14 [10, 19]	83 [78, 87]
Retirement contributions	238	---	---	87 [81, 90]
Short-term disability insurance	211	---	---	74 [67, 79]
Life insurance	251	---	---	85 [80, 89]
Paid family and medical leave	156	---	---	83 [76, 88]
Paid sick and/or vacation days	283	---	---	90 [87, 93]
Unpaid time off	189	12 [8, 17]	27 [21, 34]	62 [54, 68]
Designated regular daily breaks	284	3 [1, 6]	14 [10, 19]	83 [78, 87]
Flexible schedule	200	---	---	83 [77, 88]
Access to substitute pools	53	---	---	69 [55, 80]
Free professional development	310	---	---	83 [78, 87]
Free tuition / tuition discount for childcare	140	14 [9, 21]	12 [8, 19]	74 [66, 81]

Note: [a] Sample is unweighted. [b] percent is weighted. CI is Confidence Interval.

Respondents who reported [No] or [I'm not sure if my employer provides this benefit] were asked about the importance of each benefit they did NOT have access to.

Table 13.

Importance of benefit among respondents reporting the benefit is NOT available or they are not sure if the benefit is provided by their employer

Table reads: Among the 94 educators who reported their employer does not provide health insurance, 82% reported this benefit was very or extremely important to them.

Employer provided benefit	No/ I don't know if my employer provides this benefit	How important is this benefit to you?		
		Not at all Important	Slightly or Moderately Important	Very or Extremely Important
	n[a]	%[b] [95% CI]	%[b] [95% CI]	%[b] [95% CI]
Health insurance	94	---	---	82 [74, 87]
Dental and/or vision insurance	78	---	---	79 [71, 86]
Retirement contributions	75	---	---	73 [65, 80]
Short-term disability insurance	97	---	---	71 [63, 77]
Life insurance	89	---	---	71 [62, 78]
Paid family and medical leave	120	---	---	84 [79, 89]
Paid sick and/or vacation days	69	---	---	88 [80, 93]
Unpaid time off	104	10 [7, 16]	22 [17, 28]	68 [61, 74]
Designated regular daily breaks	64	---	---	86 [77, 91]
Flexible schedule	143	7 [4, 12]	23 [17, 30]	70 [63, 77]
Access to substitute pools	198	20 [16, 25]	28 [24, 34]	52 [46, 57]
Free professional development	41	---	---	83 [73, 90]
Free tuition / tuition discount for childcare	110	17 [13, 22]	25 [20, 31]	58 [52, 64]

Note: [a] Sample is unweighted. [b] percent is weighted. CI is Confidence Interval.

Health insurance benefits

Over half (61%) of respondents reported that their employer offers health insurance.

Table 14.

Availability of employer provided health insurance by respondent characteristics, position, and center type (n=384)

Table reads: 61% of educators reported their employer provides health insurance.

	Health Insurance					
	Yes, my employer offers this		No, my employer does *not* offer this		I'm not sure	
	%[a]	95% CI	%[a]	95% CI	%[a]	95% CI
Overall	61	[56, 66]	28	[24, 33]	11	[8, 15]
Age (years)						
<25	---	---	---	---	---	---
25-34	66	[56, 77]	---	---	---	---
35-44	65	[54, 75]	22	[14, 33]	13	[7, 22]
45-54	62	[51,71]	---	---	---	---
55-64	64	[51, 76]	---	---	---	---
65+	47	[30, 66]	---	---	---	---
Relationship status						
Single	60	[54, 66]	30	[24, 35]	10	[7, 15]
Married	63	[51, 73]	---	---	---	---
Prefer not to say	67	[41, 86]	---	---	---	---
Current role						
Lead Teacher	53	[47, 59]	37	[31, 43]	10	[7, 15]
Co-teacher	69	[53, 81]	---	---	---	---
Assistant teacher/teacher's aide/paraprofessional	93	[80, 98]	---	---	---	---
Floater	---	---	---	---	---	---
Teacher and site leader	67	[44, 84]	---	---	---	---
Other	84	[55, 96]	---	---	---	---
Center type						
CCAP B3	---	---	58	[42, 73]	---	---
EHS/HS	96	[90, 99]	---	---	---	---
No contract seats	61	[46, 75]	---	---	---	---
EHS CCPs with City Seats	47	[40, 55]	34	[28, 42]	18	[13, 25]

Note: [a] percent is weighted. CI is Confidence Interval.

Respondents whose employer provided health insurance were asked about their utilization of this benefit.

Table 15.

Utilization of employer provided health insurance by demographics, position, and center type (n=249)

Table reads: Among the 249 educators who reported their employer provides health insurance, 68% reported they use their employer provided health insurance benefit.

Respondents whose employer provides health insurance benefit	Do you use the health insurance benefit provided by employer?					
	Yes		No		No - I would like to but have trouble accessing it	
	%[a]	95% CI	%[a]	95% CI	%[a]	95% CI
Overall	68	[62, 73]	30	[24, 36]	2	[1, 5]
Age (years)						
<25	---	---	---	---	---	---
25-34	57	[44, 68]	---	---	---	---
35-44	75	[61, 85]	25	[15, 39]	0	---
45-54	68	[56, 78]	---	---	---	---
55-64	82	[66, 91]	---	---	---	---
65+	---	---	---	---	---	---
Marital status						
Single	67	[60, 74]	---	---	---	---
Married	72	[58, 83]	28	[17, 42]	0	---
Prefer not to say	---	---	---	---	---	---
Current role						
Lead Teacher	67	[59, 75]	---	---	---	---
Co-teacher	51	[34, 68]	---	---	---	---
Assistant teacher/teacher's aide/paraprofessional	75	[60, 86]	---	---	---	---
Floater	---	---	---	---	---	---
Teacher and site leader	85	[55, 96]	---	---	---	---
Other	84	[52, 96]	---	---	---	---
Center type						
CCAP B3	---	---	---	---	---	---
EHS/HS	68	[60, 76]	---	---	---	---
No contract seats	81	[62, 92]	---	---	---	---
EHS CCPs with City Seats	66	[55, 76]	---	---	---	---

Note: [a] percent is weighted. CI is Confidence Interval.

Respondents who do not utilize employer provided health insurance and those who were not sure if health insurance is offered by their employer were asked where they get health insurance.

Table 16.

Source of health insurance among respondents not utilizing employer provided health insurance (n=215)

Table reads: Among the educators who reported they do not use their employer provided health insurance, 39% reported use Medicaid for health insurance coverage.

Source of health insurance coverage	%[a]	95% CI
Medicaid	39	[32, 45]
Do not currently have health insurance	21	[16, 28]
Healthcare.gov / the marketplace	20	[15, 26]
My spouse/partner's employer	7	[4, 12]
Other	7	[4, 11]
Medicare	6	[4, 10]

Note: [a] percent is weighted. CI is Confidence Interval.

Insured respondents who do not utilize employer provided health insurance (Table 16) were asked their reasons for choosing their current health insurance coverage.

Table 17.

Reasons for choosing another health insurance plan over employee provided health insurance

Table reads: Among the educators who reported they do not use their employer provided health insurance, 36% reported they choose their current plan because they like the choice of doctors and hospitals available with their current plan.

Reasons for choosing current insurance plans	%[a]	95% CI
I liked the choice of doctors and hospitals available with my current plan	36	[31, 42]
The cost of the plan was less than the other options	21	[17, 25]
The plan covered a wide range of benefits or a specific benefit that I need	20	[16, 25]
It was the easiest option	17	[13, 22]
I didn't have other options	17	[13, 21]
Other (please describe)	5	[3, 8]

Note: [a] percent is weighted. CI is Confidence Interval.

Childcare benefits

Around two-thirds (65%) of respondents reported having one or more dependents in their household (Table 3). Among respondents with dependents at home, around a third (36%) reported having at least one dependent under 5 years old.

Table 18.

Availability of employer provided free or discounted childcare among respondents with dependent/s under age five overall and by center type (n=88)

Table reads: Among the 88 educators who reported having a dependent under age five at home, 49% reported their employer offers free or tuition discount for childcare.

Respondents with dependent/s under age 5 at home	Free tuition / tuition discount for childcare: Yes, my employer offers this %[a]	95% CI	No, my employer does *not* offer this %[a]	95% CI	I'm not sure %[a]	95% CI
Overall	49	[39, 60]	26	[18, 36]	25	[17, 35]
Center type						
CCAP B3	67	[33, 89]	11	[2, 50]	22	[6, 58]
EHS/HS	52	[34, 68]	23	[11, 40]	26	[13, 44]
No contract seats	75	[24, 97]	25	[3, 76]	0	---
EHS CCPs with City Seats	41	[27, 56]	32	[20, 47]	27	[16, 42]

Note: [a]percent is weighted. CI is Confidence Interval.

Respondents with dependents under age five not using the employer provided free or discounted childcare *or* they were not sure if this benefit was offered, were asked about their childcare arrangements.

Table 19.

Childcare arrangements among respondents with employer provided free or discounted childcare who do not utilize this employer benefit

Table reads: Among the 43 educators with a dependent under age five at home who reported their employer provided free or discounted tuition for childcare, 66% reported they used the childcare benefit.

Childcare arrangements	%[a]	95% CI
Free childcare from a program such as Early Head Start, CCAP, City Seats or ECEF	44	[32, 58]
Other childcare arrangements	31	[20, 44]
Pay for center-based childcare	18	[10, 30]
Other	7	[3, 16]

Note: [a]weighted percent

Barriers to Benefit Access

The majority of respondents (368, 96%) reported that their employer provided at least one of the benefits listed in Table 7. Respondents were then asked to describe any challenges they face when trying to use their benefit/s - **What challenges, if any, have you had when trying to use or access the benefits?**. Of the 191 educators who responded to the question, nearly three in four (72%) reported not applicable or no challenges in accessing their benefits. Among educators who reported challenges (n=53), common issues included difficulties in taking time off, lack of information on their benefits, and an inability to afford the benefits, especially healthcare. Results from the qualitative thematic analysis of these responses are outlined in Table 22. Some comments contained multiple themes and not all comments fell into the key themes outlined below, percentages do not add to 100%.

Table 20.

Challenges to benefit access- free text responses

Theme	Description Example Quote
No Challenges	72% of educators who responded to the question stated they had no challenges accessing benefits or that the question did not apply to them. Several expressed gratitude for the support they receive from their employer around benefit provision. *"Everything went as told, there were no issues."* *"I've never had any problems with accessing benefits."* *"None. My employer... has been in the business over 30+ years and is very kind, supportive, accommodating, and understanding to the staff and the families."* *"Very informative with several resources."*
Personnel and staffing issues	4% of educators who responded to the question described difficulty in taking advantage of PTO and daily break benefits due to a lack of staffing capacity to cover shifts and classes. *"Taking time off is difficult as it is a known fact that our center has been understaffed."* *"Personal issues of scheduling, finding time, etc"* *"Not enough staff to get daily breaks out of the classroom"* *"Making sure the ratio of the kids are covered"* *"Unable to take leave due to persons on leave and potentially the center being closed due to shortage of staff"*
Difficulty taking time off from work	8% of educators who responded to the question discussed several challenges with taking time off work including affordability and missed pay, being forced to use PTO during center closures, and issues with leadership approval for time off. *"Can't use the unpaid time off can't afford to take off without pay."*

	"Some challenges are pay time off when natural disasters happen or close for anything I get no pay. This hurts my household." *"vacation time we aren't able to use our vacation time when we would like to use it, it's applied to our holiday breaks"* *"The vacations days given to us are used up on breaks from school and holidays where it's not our choice to miss work."* *"When I take off due to illness the job never applies the sick day. Even when you ask for the sick day to be used."* *"Denied vacation request even when requested ahead of time"*
Lack of information on access to and application of benefits	5% of educators who responded to the question discussed difficulty finding information on their benefits including how to access and use benefits as well as what benefits they are entitled to and what the benefits entail. Respondents attributed this to unclear systems, not knowing who to ask, and insufficient time during the workday to source information on personal things such as benefits. *"Lack of information on the benefits and how to access them."* *"Unclear systems or instructions for accessing benefits. No point person for guidance."* *"Not enough information given"* *"Not sure when I can use them"* *"Trying to figure out where to find my benefits, what they cover, and who to ask.* *"The challenge is that there is not enough time during the workday to figure out these personal things, because you can only use your phone during your lunch break"*
Inability to afford employer provided benefits	4% of educators who responded to the question noted they cannot utilize employer provided benefits due to the associated cost without providing specific details. *"It's unaffordable to access most of the benefits offered to me."* *"Too expensive"* *"They cost a lot."*
Cost and quality of healthcare	6% of educators who responded to the question noted the cost of their employee healthcare takes up a large portion of their income, or they cannot afford a plan at all. Others noted having issues with the quality and consistency of their health coverage. *"The cost of the insurance being too high, cannot afford it."* *"I would like to get health and dental and vision insurance and also sign up for 401k and retirement plans, it's just hard doing so living off the one source of income I have which is employment."* *"Benefits are expensive. It takes a major portion of my income and I still have to pay when I go to the doctor."* *"The health benefits are not great and they were randomly discontinued at points this year"*

"Unfortunately, getting appointments in a timely manner has been difficult."

Employee Retention

All respondents were asked about their plans to stay in or leave their current position and the field of early childhood education (ECE) over the next two years.

Table reads: 49% of educators reported it was very likely that they remain in their current position over the next two years.

Table 21.

Employment plans over the next two years (n=384)

Employment plans	How likely is each of the following in the next two years?			
	Very likely % [a] [95% CI]	Somewhat likely % [a] [95% CI]	Somewhat unlikely % [a] [95% CI]	Very unlikely % [a] [95% CI]
I plan to remain in my current position	49 [44, 54]	27 [23, 32]	12 [9, 16]	12 [9, 15]
I plan to find a job outside of the ECE field	11 [8, 15]	15 [12, 19]	16 [13, 20]	57 [52, 62]
I plan to seek a new opportunity in the ECE field	17 [13, 21]	25 [21, 29]	17 [13, 21]	41 [36, 46]
I plan to retire or stop working	11 [8, 14]	12 [9, 15]	12 [9, 16]	65 [60, 70]

Note: [a] weighted percent. CI is Confidence Interval.

Around one in four educators (27%) said they were very or somewhat likely to plan to seek a new opportunity outside of the ECE field.

Table 22.
Characteristics of respondents planning (somewhat and very likely) to find a job outside of the field of early childhood education (ECE) by characteristics, employment, and center type (n=384)

Table reads: 26% of educators reported they were planning (somewhat and very likely) to find a job outside of ECE in the next two years.

Respondents planning to find a job outside of the ECE field	%[a]	95% CI
Overall	26	[22, 31]
Public benefit recipient		
SNAP	---	---
Medicaid (individual)	29	[19, 43]
Medicaid (children)	34	[24, 46]
Current role		
Lead Teacher	23	[18, 28]
Co-teacher	40	[27, 55]
Assistant teacher/teacher's aide/paraprofessional	32	[20, 47]
Floater	---	---
Teacher and site leader	---	---
Years as early childhood educator		
Less than one year	0	---
1-2 years	36	[24, 51]
3-5 years	23	[15, 35]
6-10 years	30	[20, 42]
11-15 years	25	[16, 39]
More than 15 years	26	[19, 34]
Years at current center		
Less than one year	---	---
1-2 years	38	[29, 48]
3-5 years	30	[14, 33]
6-10 years	22	[14, 33]
11-15 years	---	---
More than 15 years	---	---
Center type		
CCAP B3	---	---
EHS/HS	39	[31, 47]
No contract seats	39	[25, 54]
EHS CCPs with City Seats	33	[26, 41]

Note: [a] percent is weighted. CI is Confidence Interval.

All respondents were asked ***In the past 3 months, have you done anything to look for a new or an additional job?*** Around 1 in 3 respondents (128, 32%), reported taking action to look for a new or additional job in the past 3 months.

Table 23.

Characteristics of respondents taking action to look for a job in the last 3 months by characteristics, employment characteristics, and center type (n=384)

Table reads: 32% of educators reported taking action to look for a new job in the last 3 months.

Respondents taking action to look for new job	%[a]	95% CI
Overall	32	[28, 37]
Age		
<25	---	---
25-34	33	[24-43]
35-44	46	[35-58]
45-54	36	[27-46]
55-64	19	[11-32]
65+	---	---
Years as early childhood educator		
Less than one year	---	---
1-2 years	34	[22-49]
3-5 years	35	[24-47]
6-10 years	44	[32-56]
11-15 years	35	[23-49]
More than 15 years	26	[20-34]
Years at current center		
Less than one year	---	---
1-2 years	42	[33-52]
3-5 years	35	[26-45]
6-10 years	28	[19-40]
11-15 years	38	[22-56]
More than 15 years	---	---
Center type		
CCAP B3	---	---
EHS/HS	39	[31-47]
No contract seats	39	[25-54]
EHS CCPs with City Seats	33	[26-41]

Note: [a] percent is weighted. CI is Confidence Interval.

Respondents who reported taking action to look for a new or additional job (Table 25) were then asked about their reasons for doing so. The top three reasons for looking for new or additional job were to find a second job (55%), to find a job that pays more (46%), and to find a job with opportunity for professional growth and advancement within the early childhood education field (35%).

Table 24.

Reasons for looking for new or additional job (n=128)

Table reads: Among the 128 educators who reported taking action to look for a new or additional job in the last 3 months, 55% reported they did so to find a second job.

Reasons for seeking new or additional job *Check all that apply*	**Weighted %**	**95% CI**
To find a second job	55	[46, 64]
To find a job that pays more	46	[38, 55]
To find a job for professional growth and/or advancement within the field of childcare	35	[27, 44]
To find a job with better benefits / insurance	24	[18, 33]
To see what else is available	24	[17, 32]
To find a job that is a better fit with my training / experience	19	[13, 27]
To find a job with more job security	16	[10, 23]
Other (please describe)[a]	14	[9, 22]
Want to leave this field	13	[8, 20]
To find a job with more hours	---	---

Note: [a] See table 27. CI is Confidence Interval.

The majority of educators who selected 'other' reason for seeking a new or additional job described reasons related to existing survey responses: financial reasons (n=7), better benefits (n=4), and an additional job (n=3). The reasons presented in Table 27 were unique to the reasons included in the survey and Table 26.

Table 25.

Additional reasons for seeking new or additional job

Theme n	Description Example Quote
Center location (n=2)	Respondents sought to find a job closer to their home or their child's school.
Center closures (n=2)	Respondents stated they had to seek new job due to their current center closing.
Workplace environment issues (n=4)	Several respondents described workplace culture issues that drove their decision to seek other employment. *"I just don't feel appreciated"* *"To find a professional place without the employers hateful behavior towards staff. No employer should ever call their staff ungrateful when they work hard every day. No one wants to work in a toxic environment where they are belittled by employer and family"*

End-of-Survey Free Text Responses

All survey respondents were invited to share additional feedback through an end-of-survey free text prompt: **Is there anything else about benefits at your current center that you would like to share?** The majority (85%) of respondents did not respond or noted that they had nothing additional to share. Qualitative thematic analysis was conducted on responses from the 15% of educators (n=58) who provided substantive comments to the prompt. Key themes and example quotes from the qualitative analysis are presented in Table 28. Some comments contained multiple themes and not all comments fell into the five key themes outlined below, percentages do not add to 100%.

Table 26.

Qualitative analysis of end-of-survey free prompt results- Is there anything else about benefits at your current center that you would like to share?

Theme	Description Example Quote
Satisfaction with benefit coverage and accessibility	In around 20% of comments analyzed, educators shared their satisfaction with the coverage and cost of employee benefits. A subtheme includes gratitude for financial benefits in the form of wage enhancements/ stipends. Respondents emphasized the importance of financial support to meet basic needs. *"I feel my employer tries their best to give us affordable and useable benefits. They also do monthly zoom meetings to help employees understand and access they benefits that they have and need to use."*

	"I am very satisfied with my current job. the benefits is right on point with taking care of my family." *"I highly likely would recommend the cost of the benefits I pay for."* *"I am very happy with my benefits."* *"I received a sign-on bonus and Teacher stipend that are extremely important."* *"The wage enhancement program has helped me tremendously. I have to babysit every week to help my bills. I sometimes go negative in my bank account or have to live off of credit cards because I don't make enough money to cover my living expenses."*
Supportive leadership and staff as a benefit	In around 12% of comments analyzed, educators described the importance of supportive leadership and positive workplace environments when specifically asked about benefits at their current center. *"The support that I received from my director is extremely important and means a lot to me."* *"Our director [NAME] really cares about her team, and the support, encouragement, setting the bar high and personal touch that she provides to each team member is one of the best benefits anyone can ask for."* *"The fact that my director allows me to tend to my children."* *"Great place to work, friendly staff."* *"The staff is a great team!"* Counter quote to this theme: *"I'm constantly working with 8 or more kids without support. Teacher burnout makes the job stressful and not fully productive for the development of the young child"*
Lack of retirement benefits as a driver of staff turnover	In around 9% of comments analyzed, educators suggested that the lack of retirement benefits such as 401k plans were related to staff retention issues and the quality of the employees. *"A main reason to look outside of my current center is the lack of employer sponsored retirement contributions or a 401k plan."* *"Retention would be better if they had a pension or 401k"* *"I would love a 401k and more incentive for strong teachers to work at my school. There is a lot of turn over"*
Healthcare benefits not affordable	In around 12% of comments analyzed, educators described issues with healthcare affordability and the quality of coverage. Some respondents indicated the cost of healthcare prevented them from using this benefit. *"I recently stopped getting Medicaid where everything was paid. My copayments and medical bills are outrageous"* *"I feel that the medical insurance don't cover much and I always has to pay to much co-pay every time I see the doctor [sic]. I wish the insurance should cover more and I pay less."* *"Our health benefits are very expensive."* *"My desire is that health care be affordable for all to benefit from it. It is unfortunate that families have to decline benefits because of the cost."*

	“Health insurance from employees is very expensive, that why I had to go the marketplace.”
Unmet need for paid time off for personal illness and vacation	In the comments analyzed, 22% of educators noted their need for paid time off from their job and expressed frustration with employers and accrual policies that don’t provide any or enough paid sick and vacation days. Comments in this theme described unmet financial and personal needs. *“just that everyone get sick at one time in life but not to get paid I think that is awful.”* *“we have to earn sick time, and it would be better if they start us at begin with it. also, we need pto time”* *“Why does Program Directors and Upper management receive paid ick time but the employees who work with the children do not? We have to use PTO of our own time, we work 40 hours a week and we don't accumulate sick time.”* *“Teachers need more time-off and income raise.”* *“More vacation time to spend with your family…”*

Appendix

Appendix A- Early Childhood Educator Benefit Survey

2025 EC Educator Benefits Survey

Early Childhood Educator Benefits Survey

Thank you for filling out this brief survey about the benefits that you receive through your employer. The survey should take **no longer than 10 minutes** to complete, and after completing it, you will be entered into a raffle to win one of ten **$100 gift cards!** Your participation is completely voluntary, and your responses will be anonymous. **About the survey:** Agenda for Children is partnering with the Early Childhood Education Policy Research Lab at Tulane University to better understand:

1. What types of benefits early childhood educators receive from their employers.
2. How those benefits affect job satisfaction.

Your responses will help us advocate for the supports and resources educators need to have a fulfilling and sustainable career educating our youngest kids. **NOTE: In order to be eligible for the gift card, you must complete the additional Google Form questions at the end of the survey. Partial submission of the survey will not be eligible.**

Thank you for your time and participation, and for all you do for families in New Orleans!

Background/Employment History

Q1_1 What is your current role?

O Lead teacher
O Co-teacher
O Assistant teacher / teacher's aide / paraprofessional
O Floater
O Teacher and site leader
O Other (please describe):

Q1_2 What is your age?

O < 25
O 25 - 34
O 35 - 44
O 45 - 54
O 55 - 64
O 65+

Q1_3 What is your marital status?

O Single
O Married
O Prefer not to say

Q1_4 How many dependents live in your home?

O 0 → *Skip to Q1_5*
O 1
O 2
O 3
O 4+
O Prefer not to say

Q1_4a How many of the dependents in your household are under age 5?

O 0
O 1
O 2
O 3
O 4+
O Prefer not to say

Q1_5 How many years have you been an early childhood educator?
If you had a break in employment, just count the total number of years worked.

O Less than one year
O 1 - 2 years
O 3 - 5 years
O 6 - 10 years
O 11 - 15 years
O More than 15 years

Q1_6 How many years have you been an early childhood educator at your current center?

O Less than one year
O 1 - 2 years
O 3 - 5 years
O 6 - 10 years
O 11 - 15 years
O More than 15 years

Q1_7 How much are you paid before taxes and deductions?

Enter how much you are paid
enter as a number; use the dropdown to select how often you are paid

$_____▼ per hour
per year

Q1_8 On average, how many hours per week do you work in this program?
Please enter as a number

_____

Access to Benefits

Q2_1 Do you currently participate in any of the following public benefits programs?
Select all that apply

- ▢ SNAP
- ▢ Medicaid for yourself
- ▢ Medicaid or LaCHIP for your children
- ▢ HANO or Section 8
- ▢ WIC
- ▢ I do not currently participate in any public benefits programs → *Skip to Q2_2*
- ▢ Other (please describe):

[If respondent selected any public benefits from Q2_1 survey populates to ask respondent to rate statement in Q2_1a]

Q2_1a Rate how strongly you agree or disagree with the following statement about the public benefits you receive:

	Strongly disagree	Disagree	Agree	Strongly agree
It is important to me to keep these benefits even if that means limiting how much money I make.	○	○	○	○

Q2_2 Does your current employer *offer* these benefits?

	Yes, my employer offers this	No, my employer does *not* offer this	I'm not sure
Health insurance	○	○	○
Dental and/or vision insurance	○	○	○
Retirement contributions	○	○	○
Short - term disability insurance	○	○	○
Life insurance	○	○	○
Paid family and medical leave	○	○	○
Paid sick and/or vacation days	○	○	○
Unpaid time off	○	○	○
Designated regular daily breaks	○	○	○
Flexible schedule	○	○	○
Access to substitute pools	○	○	○
Free professional development	○	○	○
Free tuition / tuition discount for childcare	○	○	○
Other benefits not listed above	○	○	○

[If respondent selected YES to 'Other benefits not listed above' on Q2_2]

Q2_2a You indicated that your employer provides other benefits that were not listed. Please describe any other benefits your employer provides.

_____

_____

_____

_____

_____

[If respondent selected 'Yes' to 'Paid sick and/or vacation days' on Q2_2 survey populates to ask number of days in Q2_3]

Q2_3 How many paid sick days and vacation days do you receive each year?
Please enter a number.

_____ Sick days
_____ Vacation days

[If respondent selected YES to any benefit options in Q2_2, survey populates to ask about use of corresponding benefits in Q2_4]

Q2_4 Do you *use* each of the following benefits provided by your employer?

	Yes	No	No - I would like to but have trouble accessing it
Health insurance	○	○	○
Dental and/or vision insurance	○	○	○
Retirement contributions	○	○	○
Short - term disability insurance	○	○	○
Life insurance	○	○	○
Paid family and medical leave	○	○	○
Paid sick and/or vacation days	○	○	○
Unpaid time off	○	○	○
Designated regular daily breaks	○	○	○
Flexible schedule	○	○	○
Access to substitute pools	○	○	○
Free professional development	○	○	○
Free tuition / tuition discount for childcare	○	○	○
Other benefits not listed above	○	○	○

[If respondent selected YES to any benefit options in Q2_2, they are asked the Q2-5 follow up question]

Q2_5 What challenges, if any, have you had when trying to use or access the benefits your employer provides?

_____

_____

_____

_____

_____

[If respondent meets following response pattern:
- has at least one dependent under 5 years old (Q1_4a)
- selected 'Yes' or 'Not sure' to employer offers ' Free tuition / tuition discount for childcare' (Q2_2)
- selected 'No' to if they use the 'Free tuition / tuition discount for childcare' offered by their employer (Q2_4),

the survey populates to ask childcare follow up below (Q2_6)]

Q2_6 You indicated that you have a dependent under 5, but you do not use free tuition or tuition assistance from your employer *or* you're not sure if they offer it. Do you get free childcare from somewhere else?

O Yes – I get free childcare from a program such as Early Head Start, Head Start, CCAP, City Seats or ECEF
O No - I pay for center-based childcare
O No - I have other childcare arrangements
O Other (please describe):

[If respondent meets following response pattern:
- selected 'Yes' or 'Not sure' to employer offers 'Health Insurance' (Q2_2)
- selected 'No' to if they use 'Health Insurance' offered by their employer (Q2_4),

the survey populates to ask health insurance coverage follow up below (Q2_7)]

Q2_7 You indicated that you do not use health insurance provided by your employer *or* you're not sure if they offer it. Where do you get your health insurance?

O My spouse/partner's employer
O Medicaid
O Medicare
O Healthcare.gov / the marketplace
O Do not currently have health insurance

[If respondent was asked Q2_7 and DID NOT select ‘Did not currently have health insurance’, the survey populates to ask reason for plan selection Q2_8]

Q2_8 Which of the following is the main reason you chose your current health insurance plan?
Select all that apply.

- ▢ I liked the choice of doctors and hospitals available with my current plan
- ▢ The cost of the plan was less than the other options
- ▢ The plan covered a wide range of benefits or a specific benefit that I need
- ▢ It was the easiest option
- ▢ I didn't have other options
- ▢ Other (please describe)

[If respondent selected 'Yes' to any benefit options in Q2_2, survey populates to ask about importance of corresponding benefits that are provided in Q3_1]

Q3_1 Of the benefits your employer *provides*, how important is each one to you?

	Not at all important	Slightly important	Moderately important	Very important	Extremely important
Health insurance	○	○	○	○	○
Dental and/or vision insurance	○	○	○	○	○
Retirement contributions	○	○	○	○	○
Short - term disability insurance	○	○	○	○	○
Life insurance	○	○	○	○	○
Paid family and medical leave	○	○	○	○	○
Paid sick and/or vacation days	○	○	○	○	○
Unpaid time off	○	○	○	○	○
Designated regular daily breaks	○	○	○	○	○
Flexible schedule	○	○	○	○	○
Access to substitute pools	○	○	○	○	○
Free professional development	○	○	○	○	○
Free tuition / tuition discount for childcare	○	○	○	○	○
Other benefits not listed above	○	○	○	○	○

[If respondent selected 'No' or 'I'm not sure' to any benefit options in Q2_2, survey populates to ask about importance of corresponding benefits that are not provided in Q3_2]

Q3_2 Of the benefits that your employer *<u>does not provide</u>*, how important is each one to you?

	Not at all important	Slightly important	Moderately important	Very important	Extremely important
Health insurance	○	○	○	○	○
Dental and/or vision insurance	○	○	○	○	○
Retirement contributions	○	○	○	○	○
Short - term disability insurance	○	○	○	○	○
Life insurance	○	○	○	○	○
Paid family and medical leave	○	○	○	○	○
Paid sick and/or vacation days	○	○	○	○	○
Unpaid time off	○	○	○	○	○
Designated regular daily breaks	○	○	○	○	○
Flexible schedule	○	○	○	○	○
Access to substitute pools	○	○	○	○	○
Free professional development	○	○	○	○	○
Free tuition / tuition discount for childcare	○	○	○	○	○
Other benefits not listed above	○	○	○	○	○

Teacher Retention

Q4_1 How likely is each of the following in the next two years?

	Very unlikely	Somewhat unlikely	Somewhat likely	Very likely
I plan to retire or stop working	○	○	○	○
I plan to find a job *outside* of the ECE field	○	○	○	○
I plan to seek a new opportunity *in* the ECE field	○	○	○	○
I plan to remain in my current position	○	○	○	○

Q4_2 In the past 3 months, have you done anything to look for a new *or* an additional job?

O Yes
O No → *Skip to Q4_3*

Q4_2a What are the main reasons you have looked for work?
Select all that apply.

▢ To find a second job
▢ To find a job that pays more
▢ To find a job with more hours
▢ Want to leave this field
▢ To see what else is available
▢ To find a job for professional growth and/or advancement within the field of childcare
▢ To find a job that is a better fit with my training / experience
▢ To find a job with better benefits / insurance
▢ To find a job with more job security
▢ Other (please describe):_____

Q4_3 Is there anything else about benefits at your current center that you would like to share? Please explain in as much detail as you would like.

_____

_____

_____

_____

Appendix B- Survey Invitation Email

Good afternoon!

We'd like to invite you to fill out a brief survey about the benefits that you receive through your employer.

The survey should take **no longer than 10 minutes** to complete, and after completing it, you will be entered into a raffle to win one of ten **$100 gift cards!**

Your participation is completely voluntary, and your responses will be anonymous.

****

Follow this link to the Survey:
Take the survey [INSERT LINK**]

Or copy and paste the URL below into your internet browser:
[INSERT LINK**]
****

About the survey: Agenda for Children is partnering with the Early Childhood Education Policy Research Lab at Tulane University to better understand:

1. What types of benefits early childhood educators receive from their employers.
2. How those benefits affect job satisfaction.

Your responses will help us advocate for the supports and resources educators need to have a fulfilling and sustainable career educating our youngest kids.

Thank you for your consideration, and for all you do for families in New Orleans!