

Understanding the Characteristics of Early Childhood Administrators in Nebraska

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About the Institute



- Four Campus
- Birth – age 8
- Urban and Rural
- Applied research, training/
professional development, outreach,
and policy

Early Childhood Workforce Development Program

Committed to building a strong coalition of adults who care for, teach, nurture, and advance children's development through meaningful relationships and enduring experiences from birth through age 8.



**79% of
children <6
are in paid
child care in
Nebraska**



Nebraska Early Childhood Workforce Survey: *Overview*

- Largest and most comprehensive survey of the state's early childhood workforce ever conducted
- Focuses on the lives and the working conditions of the professionals who care for and educate our youngest citizens

Nebraska Early Childhood Workforce Survey: *Settings*

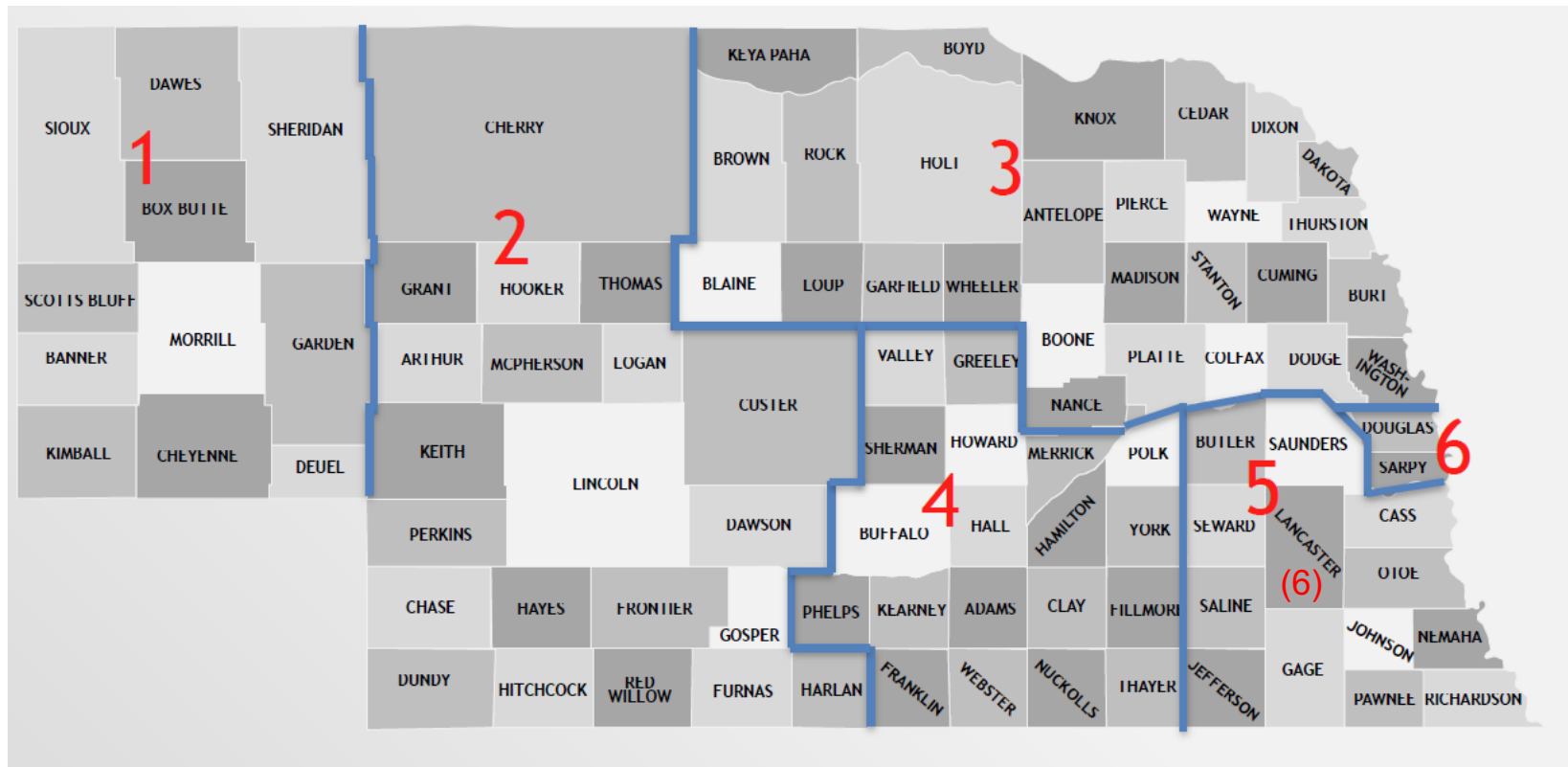
1. Licensed home-based child care
2. Licensed child care centers & preschools
3. Public PreKindergarten
4. Kindergarten to Grade 3



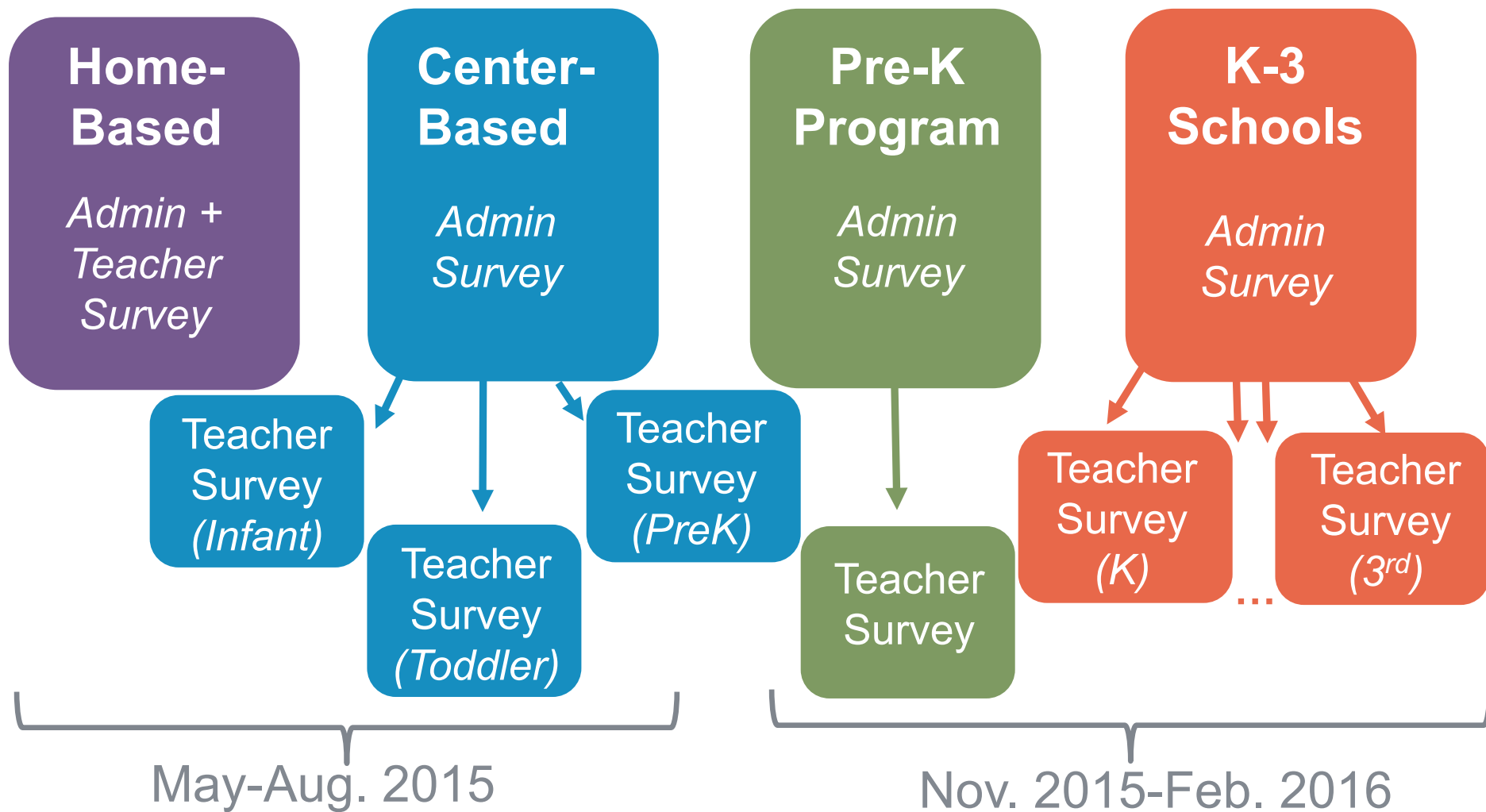
Methodology



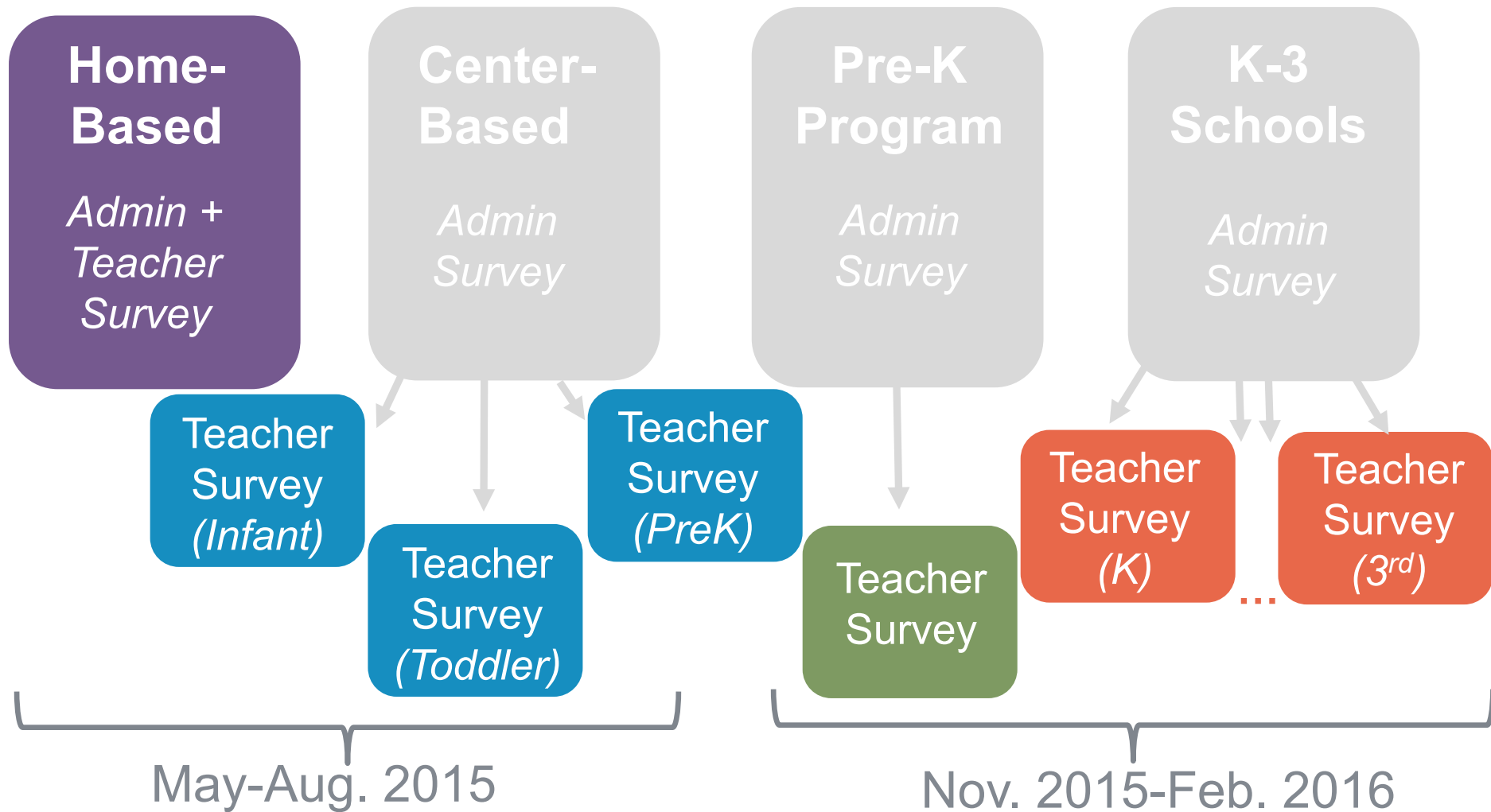
Stratified Random Sampling



Data Collection

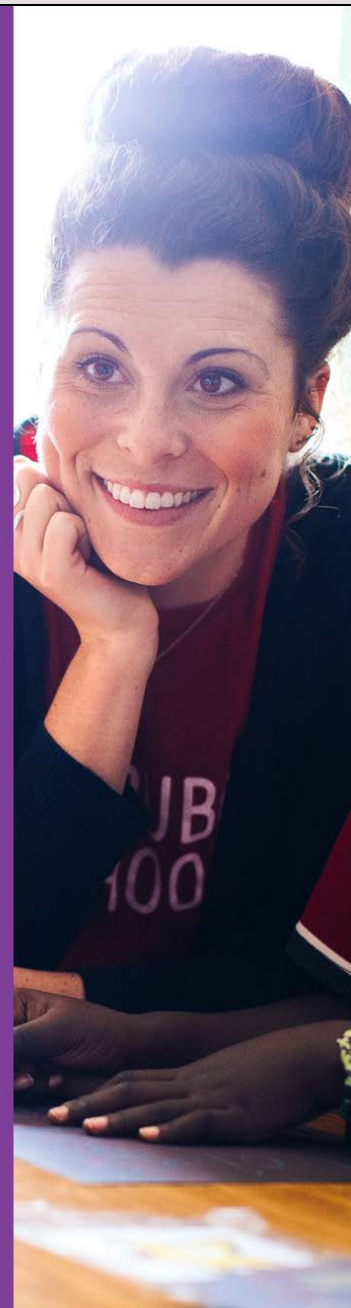


Previous Report Focused on Teachers/Providers

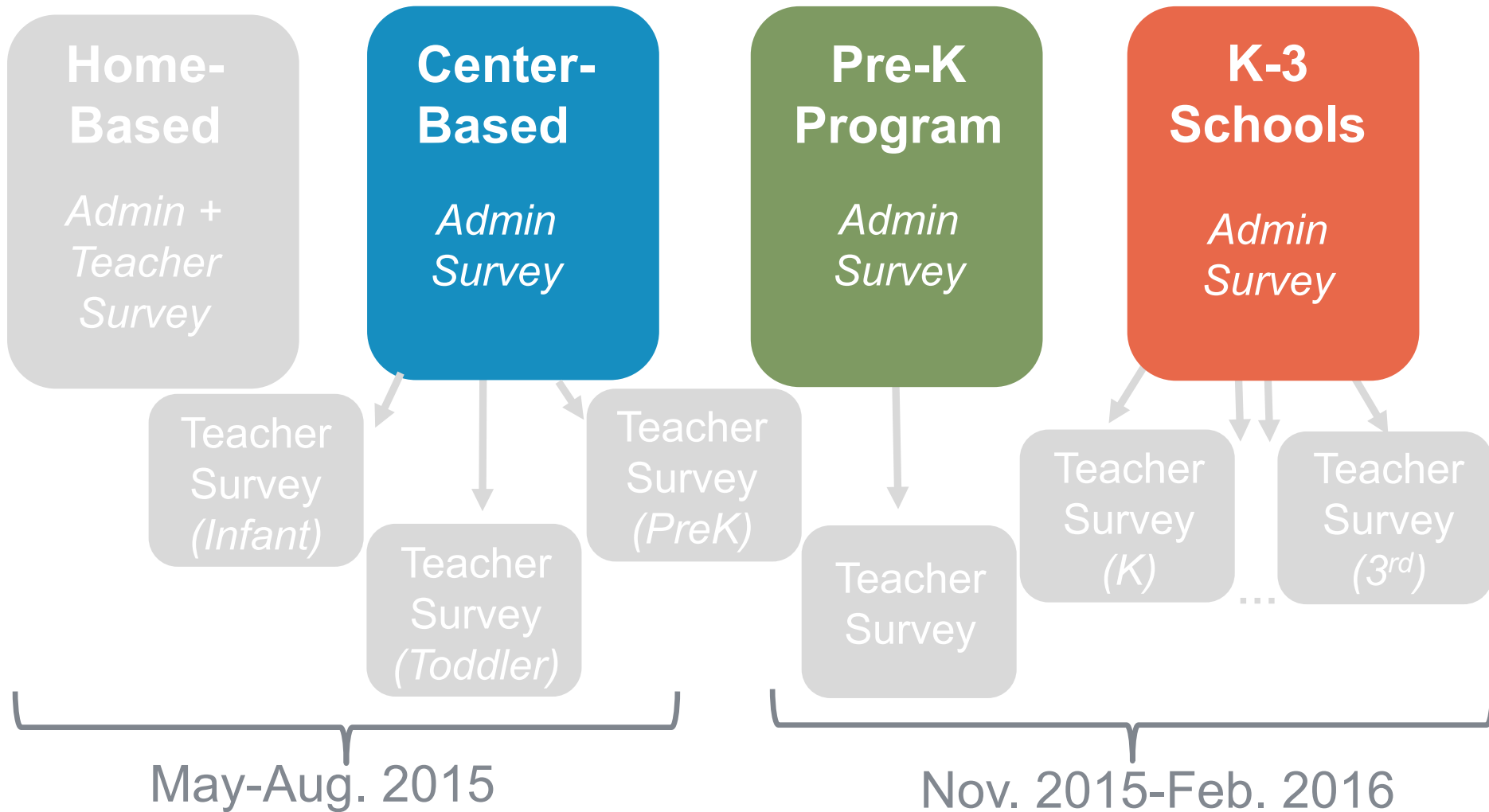


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Nebraska Early Childhood Workforce Survey: A Focus on Providers and Teachers



Current Presentation Focuses on Administrators



Response Rates

| Setting | Respondents | Response Rates |
|--------------|-------------|----------------|
| Center-Based | 166 | 41% |
| Pre-K | 281 | 69% |
| K-3 | 176 | 56% |
| Total | 623 | n/a |

Current Presentation

- What are the characteristics of administrators in child care, Public PreK, and K-3 settings?
 - Demographics
 - Education
 - Mental Health
- What are the characteristics of the programs?
 - Benefits Provided to Staff
 - Staff Turnover



Results

Results

- Demographics
- Education
- Mental Health
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Results

- **Demographics**
- Education
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Administrators responded from various regions of the state

| Urbanicity | Center-Based | PreK | K-3 |
|-----------------------------|--------------|------|-----|
| Urban/ Metropolitan | 58% | 37% | 32% |
| Large Town/ Micropolitan | 28% | 30% | 40% |
| Small Town/Rural | 15% | 33% | 28% |

Race, age, & experience fairly consistent across settings; gender varied

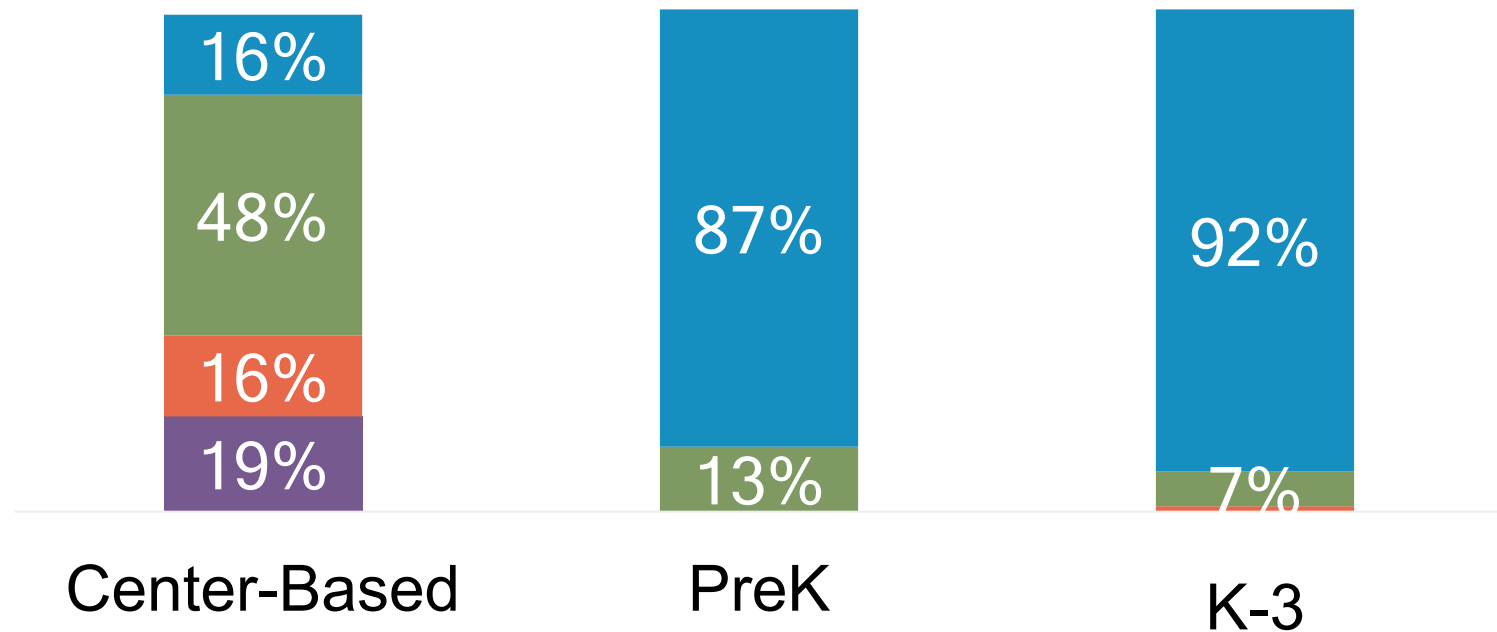
| | Center-Based | PreK | K-3 |
|-----------------|--------------|----------|----------|
| Female | 96% | 58% | 57% |
| White | 90% | 97% | 97% |
| Avg. Age | 45 years | 47 years | 47 years |
| Avg. Experience | 19 years | 17 years | 18 years |

Results

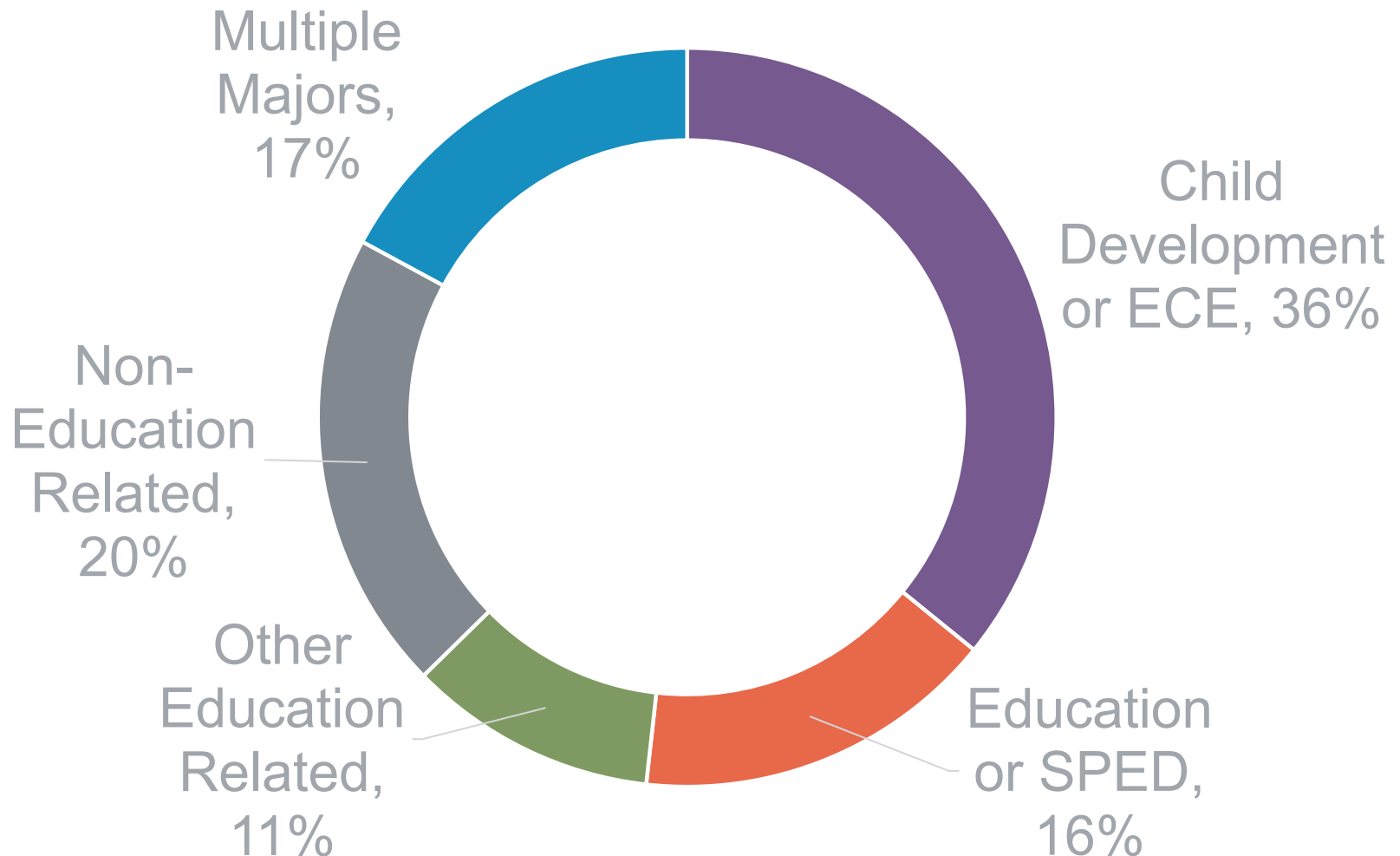
- Demographics
- **Education**
- Mental Health
- Benefits Provided to Staff
- Staff Turnover

Educational Attainment Varies By Setting

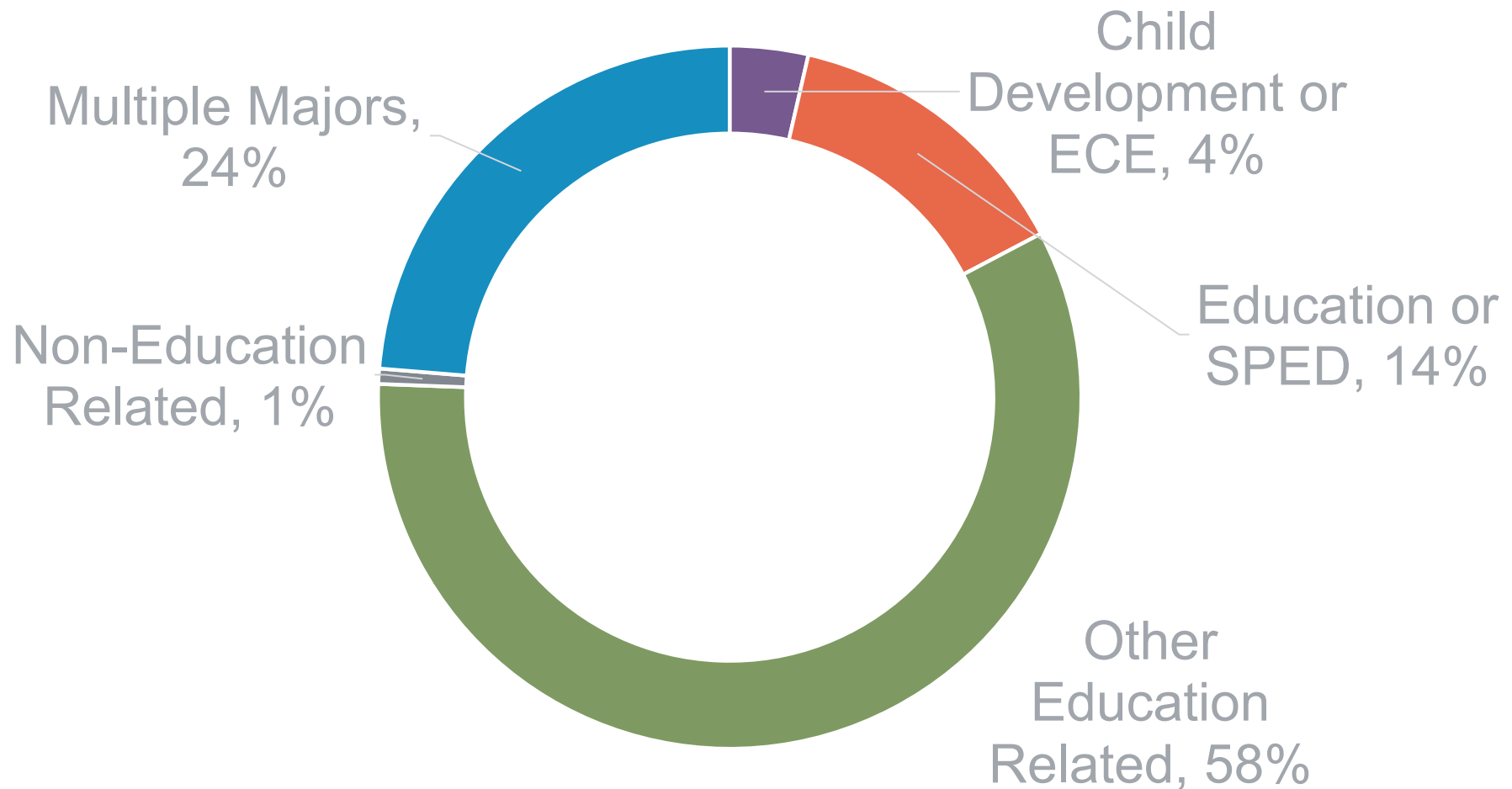
■ HS Diploma/GED ■ Associate's
■ Bachelor's ■ Master's



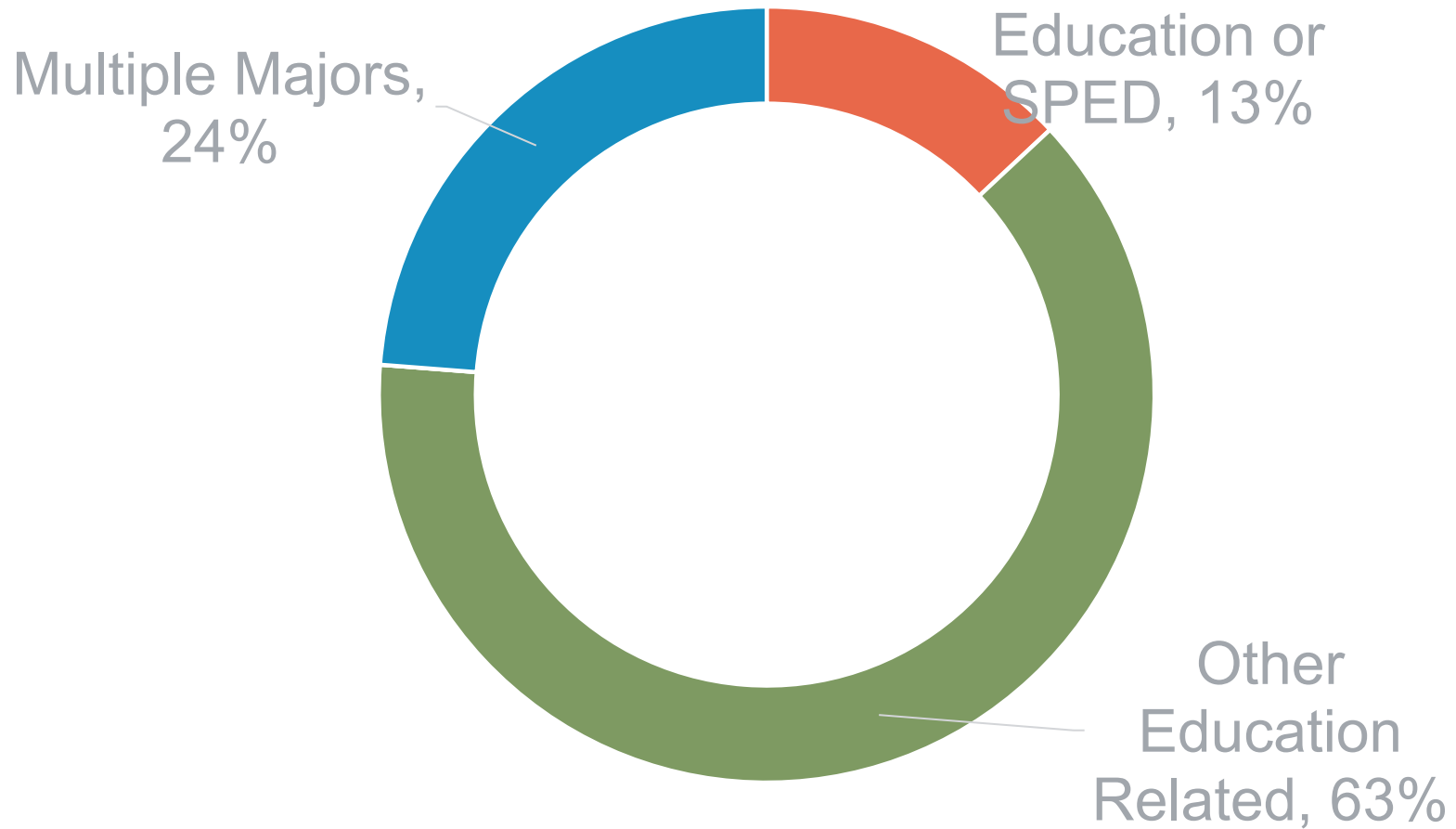
Child Development the Most Common Major Among Child Care Admin.



Administration the Most Common Major Among PreK ...



...and K-3

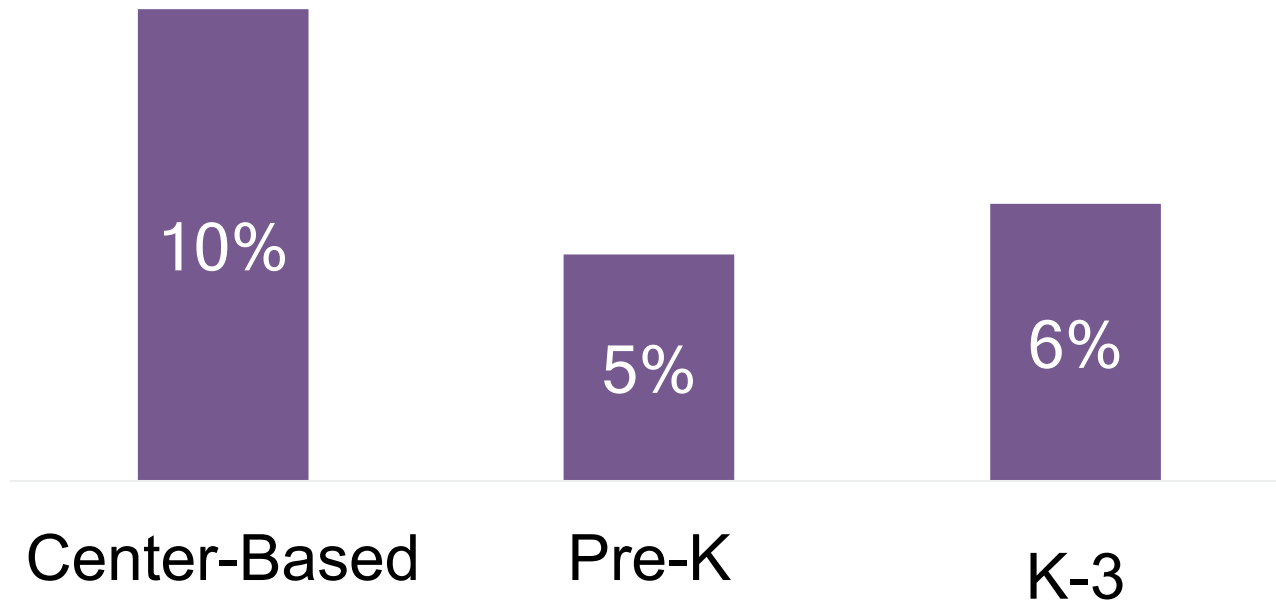


Results

- Demographics
- Education
- **Mental Health**
- Benefits Provided to Staff
- Staff Turnover

Depressive Symptoms Experienced Across Settings

Clinically Significant Depressive Symptoms



Results

- Demographics
- Education
- Mental Health
- **Benefits Provided to Staff**
- Staff Turnover

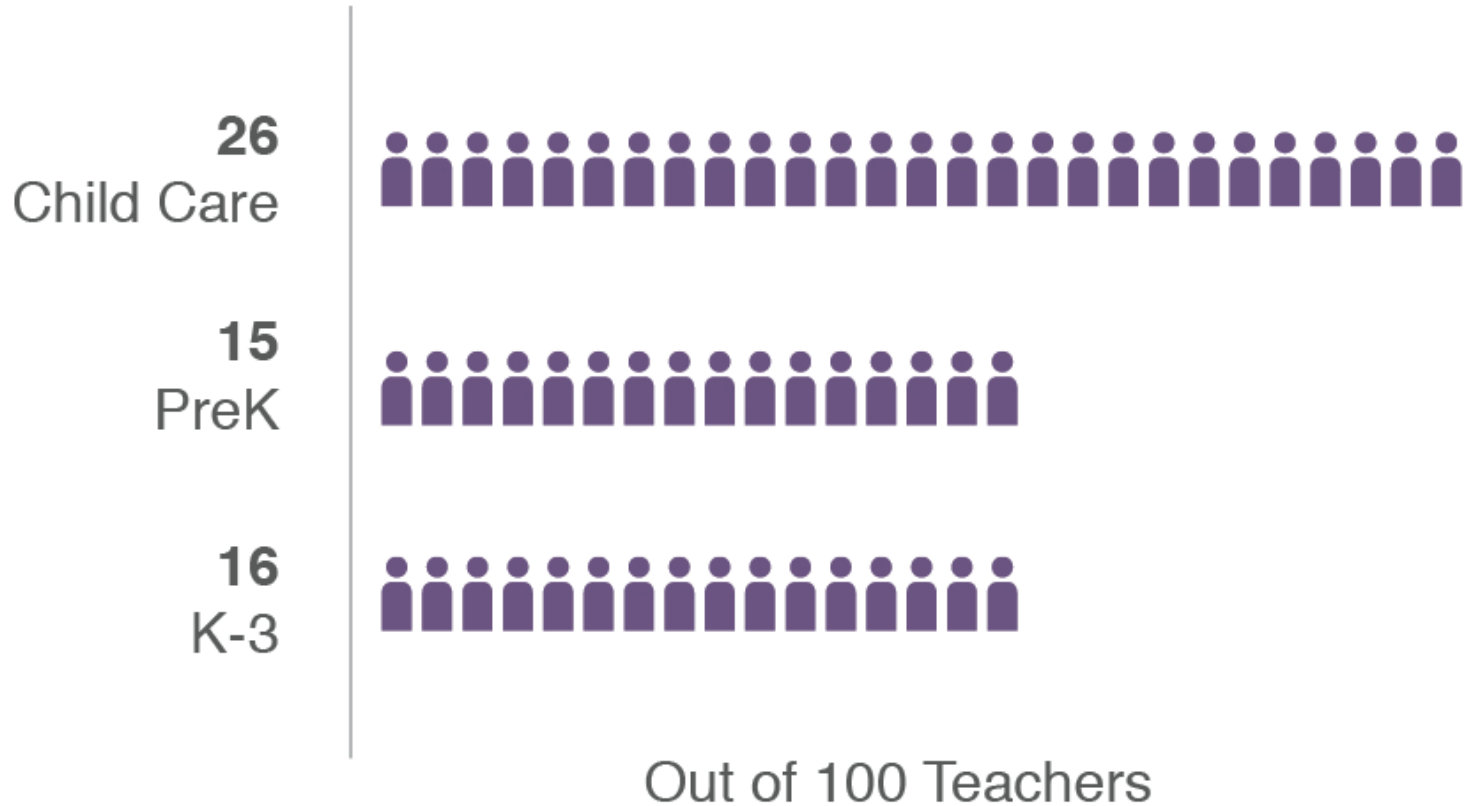
Benefits Provided to Staff

| | Center-Based | PreK | K-3 |
|------------------------------|--------------|------|-----|
| Paid Sick Days | 57% | 97% | 96% |
| Paid Time to Attend Training | 62% | 97% | 98% |
| Retirement Benefits | 39% | 84% | 90% |
| Health Insurance | 39% | 91% | 96% |

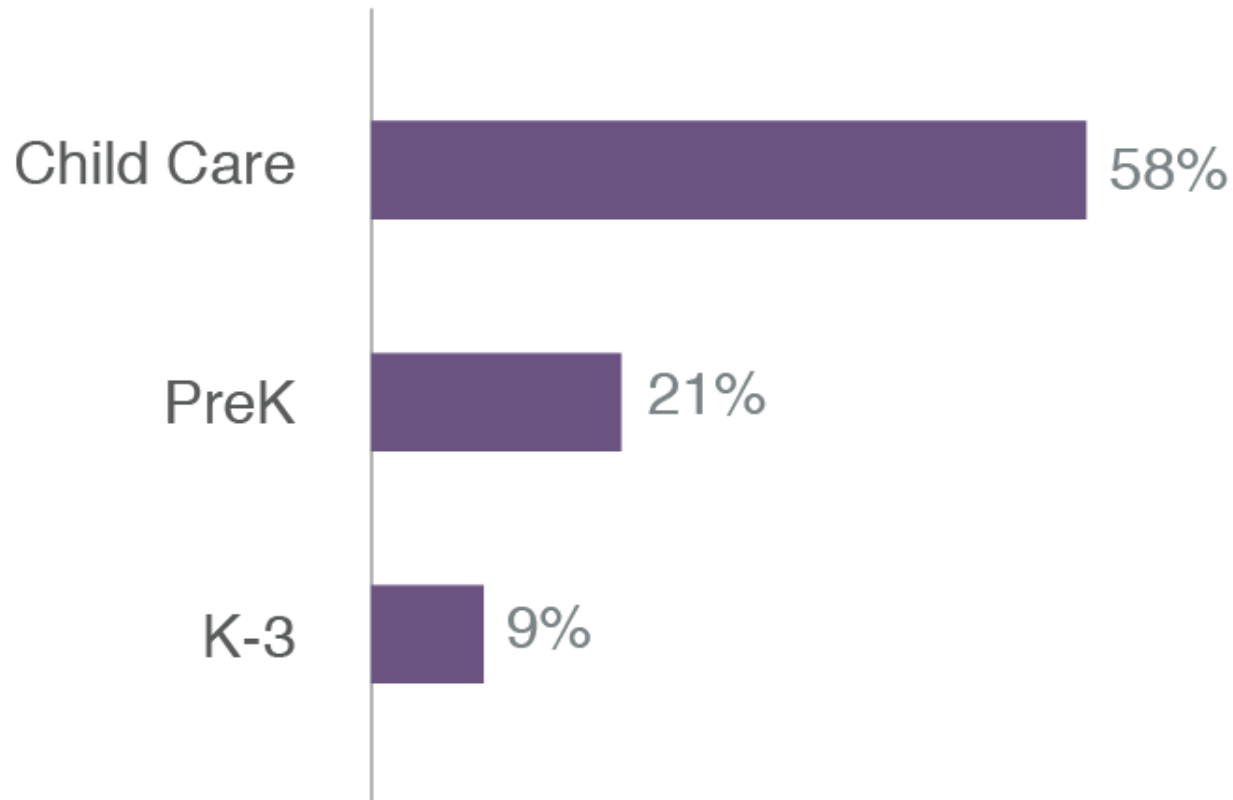
Results

- Demographics
- Education
- Mental Health
- Benefits Provided to Staff
- **Staff Turnover**

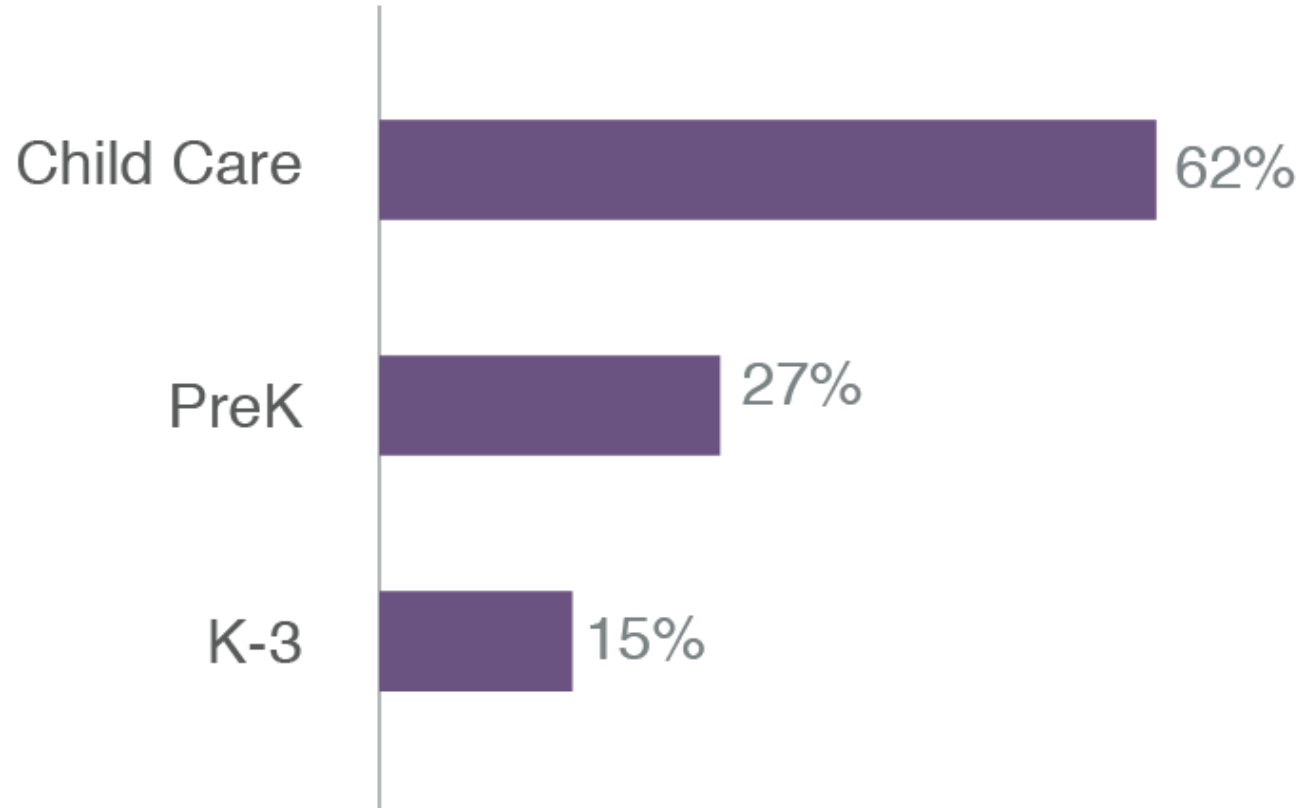
Annual Turnover Rates



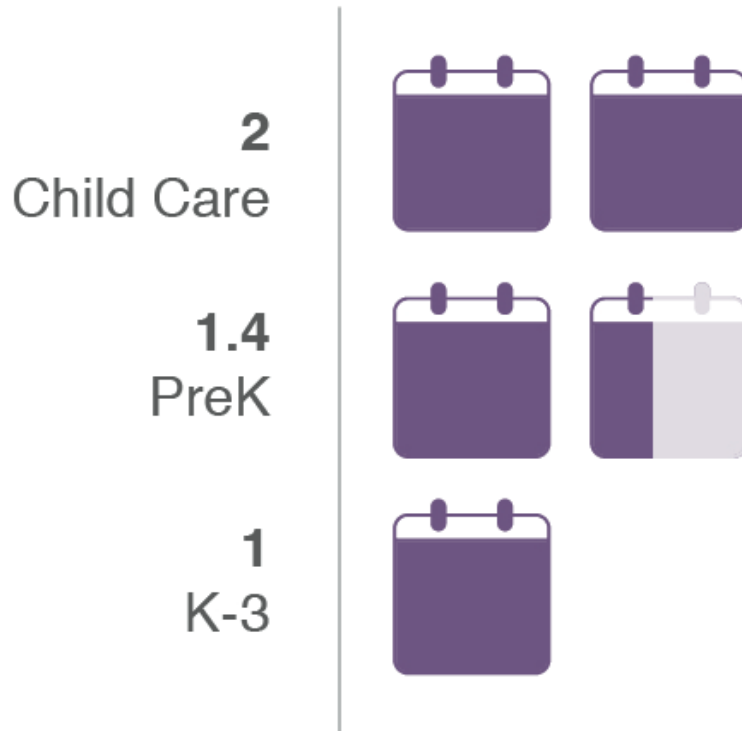
Turnover due to Pay



Hiring Difficulties



Months to Fill Vacancies



Conclusions & Recommendations



A photograph of two young girls jumping rope in a large, open stone archway. The girl on the left has curly blonde hair and is wearing a white t-shirt and blue jeans. The girl on the right has long dark hair and is wearing a grey hoodie and blue jeans. They are both wearing sneakers. The background shows a series of stone pillars and arches, creating a sense of depth. The text "Thank you!" is overlaid in the bottom left corner.

Thank you!

Facilitated Discussion Questions

- What are the key take-aways?
- How can this study inform practice and policy?
- What additional research is needed?
- How can lessons from policy and practice inform this line of research?



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Start early. Start well.

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