

Appendix A: Survey Questions

What is your role at your job?

- ☐ Director/Owner
- ☐ Program administrator
- ☐ Lead teacher
- ☐ Assistant teacher
- ☐ Other (Please describe) _____

Which of the following describes your program?

- ☐ Montana Preschool Development Grant
- ☐ STARS Preschool grant
- ☐ STARS to Quality (QRIS) program
- ☐ Licensed or registered program
- ☐ None of the above

Years employed at current job:

- ☐ Less than 3 years
- ☐ 3 - 5 years
- ☐ 6 - 10 years
- ☐ 11 - 15 years
- ☐ 16 - 20 years
- ☐ More than 20 years

Years employed in the Early Care and Education field (i.e. working with young children):

- ☐ Less than 5 years
- ☐ 5 - 10 years
- ☐ 11 - 15 years
- ☐ 16 - 20 years
- ☐ 21 - 25 years
- ☐ More than 25 years

Your age:

- ☐ Less than 20 years old
- ☐ 20 - 25 years old
- ☐ 26 - 30 years old
- ☐ 31 - 40 years old
- ☐ 41 - 50 years old
- ☐ 51 - 60 years old
- ☐ More than 60 years old

How are you paid?

- ☐ Hourly
- ☐ Salary

Display This Question: If How are you paid? = Hourly

Hourly rate:

Display This Question: If How are you paid? = Salary

Salary:

- ☐ Monthly _____
- ☐ Annually _____

When was your last wage increase?

- ☐ I have not had an increase in wage since I started in my current position
- ☐ Within the past year
- ☐ 1 - 3 years ago
- ☐ 3 - 5 years ago
- ☐ More than 5 years ago

Does your employer provide benefits (examples: health insurance or paid time off)?

- ☐ Yes
- ☐ No

Display This Question: If Does your employer provide benefits (examples: health insurance or paid time off)? = Yes

What types of benefits are offered? Please check all that apply.

- ☐ Health insurance
- ☐ Paid time off
- ☐ Retirement options
- ☐ Financial supports for training, education, and/or professional development
- ☐ Free or reduced child care
- ☐ Paid membership in a professional organization
- ☐ Other (Please explain) _____

In the next three years, how likely are you to stay in the field of Early Care and Education?

- ☐ Extremely likely
- ☐ Somewhat likely
- ☐ Unsure
- ☐ Somewhat unlikely
- ☐ Extremely unlikely

In the next three years, how likely are you to stay at your current place of employment:

- ☐ Extremely likely
- ☐ Somewhat likely
- ☐ Unsure
- ☐ Somewhat unlikely
- ☐ Extremely unlikely

How important is _____ in deciding whether to stay at your current position?

For each of the following choose from: Extremely important, Very important, Moderately important, Slightly important, or Not at all important.

- ☐ Pay
- ☐ Benefits
- ☐ Satisfaction and fulfillment
- ☐ Opportunity for growth and promotion
- ☐ Skillset matches my current job; I am not qualified for other work

What are your career goals?

- ☐ Stay in current position
- ☐ Get promoted
- ☐ Other (Please explain) _____

What is the highest degree you have received?

- ☐ Did not complete/have not yet completed high school
- ☐ High school or high school equivalency (HiSET or GED)
- ☐ CDA (Child Development Associate) Credential
- ☐ Associate degree
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Doctorate

Are you currently enrolled in college?

- ☐ Yes
- ☐ No

Display This Question: If Are you currently enrolled in college? = Yes

What college/university are you attending?

Choose from list of Montana colleges/universities or Other.

Display This Question: If Are you currently enrolled in college? = Yes

When do you anticipate you will graduate?

Choose from 2018 to 2023 or later.

Have you ever applied for the P-3 & Leadership Financial Assistance through the Montana Early Childhood Project?

- ☐ Yes
- ☐ No
- ☐ Not sure

Display This Question: If Have you ever applied for the P-3 & Leadership... = Yes

Have you ever received the P-3 & Leadership Financial Assistance?

- ☐ Yes
- ☐ No
- ☐ Not sure

Display This Question: If Have you ever received the P-3 & Leadership... = Yes

How many semesters/quarters did you received this assistance?

Choose from 1 to 14.

Display This Question: If Have you ever received the P-3 & Leadership... = Yes

Did you complete a degree or the P-3 endorsement while receiving this assistance?

- ☐ Yes
- ☐ No

Display This Question: If Did you complete a degree or the P-3 endorsement while receiving this assistance? = Yes

Has your wage changed since completing your degree or endorsement?

- ☐ Yes
- ☐ No

Have you received any other types of financial assistance to help pay for college?

- ☐ Yes
- ☐ No

Display This Question: If Have you received any other types of financial assistance to help pay for college? = Yes

What other types of financial assistance have you received?

- ☐ Professional Development Incentive Award for Higher Education (PDIA-HE)
- ☐ Apprenticeship
- ☐ Student loan or grant
- ☐ Other scholarships
- ☐ Other (Please explain) _____

If financial assistance were available to help you pay for college, how likely would you be to continue your education?

- ☐ Extremely likely
- ☐ Somewhat likely
- ☐ Unsure
- ☐ Somewhat unlikely
- ☐ Extremely unlikely

Any other comments you would like to provide:

Display This Question: If Have you ever received the P-3 & Leadership... = Yes

Are you interested in participating in a focus group to help provide more feedback about the impacts of the P-3 & Leadership Financial Assistance Project?

- ☐ Yes
- ☐ No

Would you like to be entered in a raffle for the possibility to win classroom supplies?

- ☐ Yes
- ☐ No

Display This Question: If Are you interested in participating in a focus group... = Yes
Or Would you like to be entered in a raffle for the possibility to win classroom supplies? = Yes

Please provide a good contact email: _____