



## Educator Survey 2016

**This survey is intended for RECE’s and ECA’s, including staff in the role of an ECE, working in a variety of early learning settings. Please answer questions based on your current place of employment.**

### SECTION A: Your Work

Please indicate the extent to which you agree or disagree with each statement	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
1. I am competent	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
2. I am capable	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
3. I am curious	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
4. I am rich in experience	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
5. I am knowledgeable	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
6. I am caring	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
7. I am reflective	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
8. I am professional	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
9. I have a diverse social perspective	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
10. I have a diverse cultural perspective	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
11. I have a diverse linguistic perspective	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
12. I collaborate with others to create engaging environments and experiences	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
13. I collaborate with others to foster children’s learning and development	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
14. I am a lifelong learner	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
15. I take personal responsibility for my own learning	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
16. I make decisions about ways to integrate knowledge from theory and research into my work with children and families	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
17. I make decisions about ways to integrate my own experiences into my work with children and families where appropriate	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
18. I feel a sense of belonging	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
19. I feel I am a valuable contributor	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
20. I have opportunities to engage in resourceful work	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>

Please indicate how often you agree with the following statements:		Never	Rarely	Occasionally	Most of the time	Always
21.	The work I do is stimulating	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
22.	The work I do is rewarding	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
23.	Doing my job well gives me a sense of personal satisfaction	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
24.	My work gives me a sense of accomplishment	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
25.	I feel supported by my manager/supervisor in my work	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
26.	I feel exhausted at the end of the work day	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
27.	I feel emotionally drained at the end of the work day	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
28.	I feel frustrated by my job	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
29.	I have reasonable control over most things that affect my satisfaction with my job	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
30.	I feel my job makes good use of my skills and abilities	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>

How confident do you feel performing the following activities?		Not at all Confident	Somewhat Confident	Confident	Very Confident
31.	Facilitating the social, emotional, language, cognitive and physical development and behaviour of children in my care	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
32.	Evaluating your program(s)	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
33.	Guiding children's behavior positively	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
34.	Adapting programming and equipment to unique settings, situations, children and families	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
35.	Working effectively with other professionals (e.g., <i>speech pathologists; behaviour, resource, and developmental consultants; occupational therapists, psychologists, PSST, Quality First, THRC, etc.</i> )	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
36.	Supporting children with special needs	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
37.	Supporting children who are newcomers to Canada	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
38.	Supporting children who don't speak English	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
39.	Supporting children from lesbian, gay, bisexual and transgender families	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
40.	Communicating effectively with parents	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>

41.	Communicating with my manager and supervisor	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
42.	Communicating with other colleagues	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
43.	Working with parents on their child's development	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
44.	Implementing the new Child Care and Early Years Act (CCEY)	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
45.	Knowing where to find resources or supports that would enhance my practice with children and families	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
46.	Linking families to community supports related to parenting	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
47.	Linking families to community supports related to services for children	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
48.	Linking families to community supports related to developmental concerns	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
49.	Linking families to community supports related to mental health	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
50.	Assessing children's abilities in all areas of development to communicate with families and related professionals	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
51.	Adapting program goals based on documentation and assessment in order to best meet all children's abilities	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
52.	Creating a sense of belonging for CHILDREN	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
53.	Creating a sense of well-being for CHILDREN	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
54.	Creating a sense of engagement for CHILDREN	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
55.	Creating a sense of expression for CHILDREN	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
56.	Creating a sense of belonging for FAMILIES	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
57.	Creating a sense of well-being for FAMILIES	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
58.	Creating a sense of engagement for FAMILIES	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
59.	Creating a sense of expression for FAMILIES	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
60.	Creating a sense of belonging for COLLEAGUES	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
61.	Creating a sense of well-being for COLLEAGUES	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
62.	Creating a sense of engagement for COLLEAGUES	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
63.	Creating a sense of expression for COLLEAGUES	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
64.	Creating a sense of belonging for COMMUNITY AND SOCIETY	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
65.	Creating a sense of well-being for COMMUNITY AND SOCIETY	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
66.	Creating a sense of engagement for COMMUNITY AND SOCIETY	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
67.	Creating a sense of expression for COMMUNITY AND SOCIETY	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>

How much do you agree/disagree with the following statements?	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
68. I like my job	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
69. I am glad that I chose this profession	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
70. I care about the fate of this profession	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
71. I see myself as an important component in the Early Learning and Child Care system	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
72. I make a positive difference in children's lives	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
73. I make a positive difference in families' lives	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
74. I am satisfied with the money I will earn within this profession	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
75. I am satisfied with the status I will receive within this profession	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
76. I expect to be working in this profession three years from now?	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
77. If I were choosing a career now, I would choose this profession	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>

How much do you agree/disagree with the following statements?	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>		
78. Staff have faith in the integrity of the owner/operator of the program	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>	<input type="radio"/> <sub>6</sub>
79. Even in difficult situations, staff can depend on each other	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>	<input type="radio"/> <sub>6</sub>
80. Staff trust each other	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>	<input type="radio"/> <sub>6</sub>
81. Staff can trust the owner/operator	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>	<input type="radio"/> <sub>6</sub>
82. Staff have faith in the integrity of their co-workers	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>	<input type="radio"/> <sub>6</sub>

## SECTION B: INVESTING IN STAFF

In the past 12 months, I have done the following:	Yes	No	Don't Know	Not Applicable
83. Any type of professional learning activities	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
84. Participated in a consultation with PSST team	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
85. Participated in a consultation with a Behavior Consultant	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
86. Watched a webinar	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
87. Are you a registered member of the College of Early Childhood Educators ?	<input type="radio"/> <sub>1</sub> No <input type="radio"/> <sub>2</sub> Yes			
88. Are you a member of any other professional associations? (e.g., AECEO, The Halton Resource Connection, the Canadian Child Care Federation, the Child Care Advocacy Association of Canada, etc.)	<input type="radio"/> <sub>1</sub> No <input type="radio"/> <sub>2</sub> Yes			

How much do you agree/disagree with the following statements?	Strongly Disagree	Disagree	Agree	Strongly Agree
89. My manager/supervisor encourages and supports my development	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
90. I get the training I need to do my job	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
91. The quality of training and development I have received is good	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>

	Yes	No	Don't Know
92. Is there a job performance appraisal process in place at your work?	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>
93. In the past year, has your EMPLOYER increased your salary more than what it offered through provincial grants such as WEG and the \$1/hour provincial initiative	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>
94. Does your employer provide you with you paid programming time?	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>
95. Does your employer provide reimbursements for your professional learning experiences	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>

Indicate which of the following benefits you receive:	No	Yes
96. Memberships in early learning and child care associations	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
97. Subsidization of child care costs for parent employees	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
98. Dental coverage	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
99. Extended health care	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
100. RRSP/Pension	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
101. Paid vacation days per year	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub> # _____ days
102. Paid sick days per year	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub> # _____ days
103. Other (specify) _____		

104. What is your current salary (*excluding any wage subsidy*) based on your hourly rate?

- <sub>1</sub> \$10.00 – \$12.00/hour
- <sub>2</sub> \$12.01 - \$14.00/hour
- <sub>3</sub> \$14.01 – \$16.00/hour
- <sub>4</sub> \$16.01 - \$18.00/hour
- <sub>5</sub> \$18.01 - \$20.00/hour
- <sub>6</sub> \$20.01 – \$30.00/hour
- <sub>7</sub> more than \$30.00/hour
- <sub>8</sub> I don't know

105. What is your current salary (*including any wage subsidy*) based on your hourly rate?

- <sub>1</sub> \$10.00 – \$12.00/hour
- <sub>2</sub> \$12.01 - \$14.00/hour
- <sub>3</sub> \$14.01 – \$16.00/hour
- <sub>4</sub> \$16.01 - \$18.00/hour
- <sub>5</sub> \$18.01 - \$20.00/hour
- <sub>6</sub> \$20.01 – \$30.00/hour
- <sub>7</sub> more than \$30.00/hour
- <sub>8</sub> I don't know

106. Do you receive WEG?

- <sub>1</sub> No (**Go to question 108**)
- <sub>2</sub> Yes

107. Do you know how your WEG is calculated? No <sub>1</sub> Yes <sub>2</sub>

How much do you agree/disagree with the following statements?	Strongly Disagree	Disagree	Agree	Strongly Agree
108. My pay is fair considering my background and skills	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
109. My pay is fair compared with what other Early Learning and Child Care programs pay	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
110. My salary adequately reflects the work I do	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
111. I have enough time off for vacations	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
112. My benefits are adequate	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
113. My chances of being promoted are good	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
114. There are opportunities for career advancement for me	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>
115. Based on my earning potential, I plan on staying in this profession for the long-term	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>

How important are each of the following to you?	Not Important	Somewhat Important	Moderately Important	Very Important	Extremely Important
116. Being satisfied with your work	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
117. Feeling confident that you can do your work	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
118. Engaging and involving parents in your work	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
119. Making a good wage	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
120. Improving my skills as an ECE	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
121. Staying in the early learning profession	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
122. Making a contribution to the healthy growth and development of a child	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>
123. Feeling valued as an ECE	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>	<input type="radio"/> <sub>4</sub>	<input type="radio"/> <sub>5</sub>

124. I am currently working as a **(mark one)**:
- <sub>1</sub> Registered ECE (RECE)
  - <sub>2</sub> EDU Directors' Approval
  - <sub>3</sub> ECE Assistant (ECA)
  - <sub>4</sub> Other

125. My current workplace setting is a **(mark one)**:

- <sub>1</sub> School classroom
- <sub>2</sub> Non-profit licensed child care centre
- <sub>3</sub> Non-profit licensed home child care agency
- <sub>4</sub> Commercial licensed child care centre
- <sub>5</sub> Commercial licensed home child care agency
- <sub>6</sub> Other early learning or child care program

## SECTION C: ABOUT YOU

126. I am currently employed **(mark one)**: <sub>1</sub> Full-time    <sub>2</sub> Part-time    <sub>3</sub> Other

127. Please indicate:    a. Length of time in your current position: \_\_\_\_\_  
                                  b. Length of time with your current employer: \_\_\_\_\_  
                                  c. Length of time in the field of child care: \_\_\_\_\_

128. My Early Childhood Education credentials are **(check all that apply)**:

- <sub>1</sub> Diploma in Early Childhood Education
- <sub>2</sub> Certificate in Early Childhood Education/Childcare Assistant
- <sub>3</sub> Bachelor's Degree with some type of major in Early Childhood Education
- <sub>4</sub> Masters of Education (Early Childhood and/or Primary)
- <sub>5</sub> Child and Youth Worker Diploma
- <sub>6</sub> Certified teacher with the Ontario College of Teachers (OCT)
- <sub>7</sub> Other or outside Ontario/internationally trained (specify) \_\_\_\_\_

129. Are you currently enrolled in post-secondary education in the Early Learning and Child Care field?

- <sub>1</sub> No
- <sub>2</sub> Yes

If you have anything further you would like to add, please use the space provided.