

Professional Development Needs Survey for Early Learning Professionals in Missouri Report – 2019



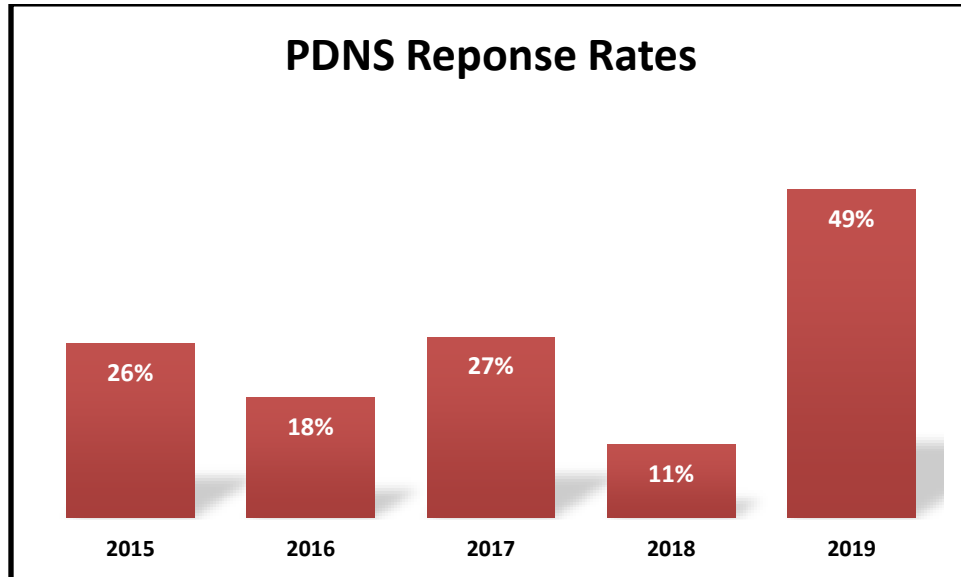
This report was prepared and submitted by Child Care® Aware of Missouri, as per our contract with the Missouri Department of Social Services, Children's Division, Early Childhood & Prevention Services Section



About the Survey

Child Care Aware® of Missouri distributed the 2019 Professional Development Survey (PD Survey) to all licensed child care programs with 9232 surveys sent out, 1304 opened and 645 completed (49%). The incentives this year were four free one-year subscriptions to Show Me Child Care Resources drawn over two weeks.

Respondent return rates were up dramatically over 2018. We are quite pleased with this dramatic increase in responses. The PD Survey was revised in 2019 to be review some new areas of interest in planning professional development for child care educators in Missouri. This may account for more individuals completing the survey.

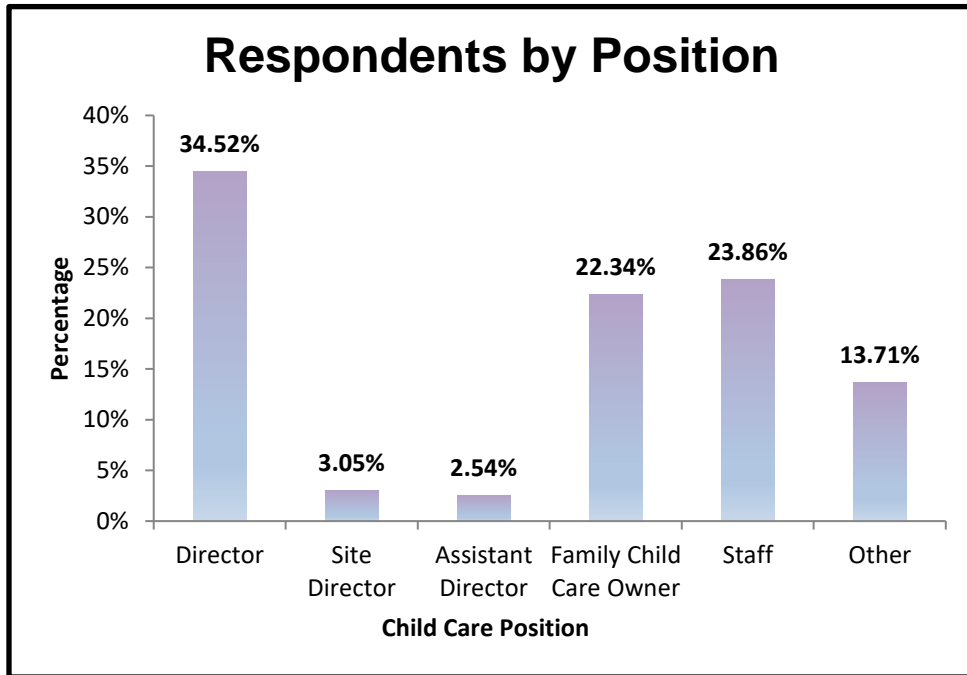


PD Survey results were shared across Missouri at Regional Collaboration Meetings. PD Survey data, along with Session Satisfaction Surveys, local training requests, information from other professional development providers, and current childcare capacity, inform the annual Department of Social Services funded trainings offered by Child Care Aware® of Missouri.

Overview of 2019 Professional Development Needs Survey

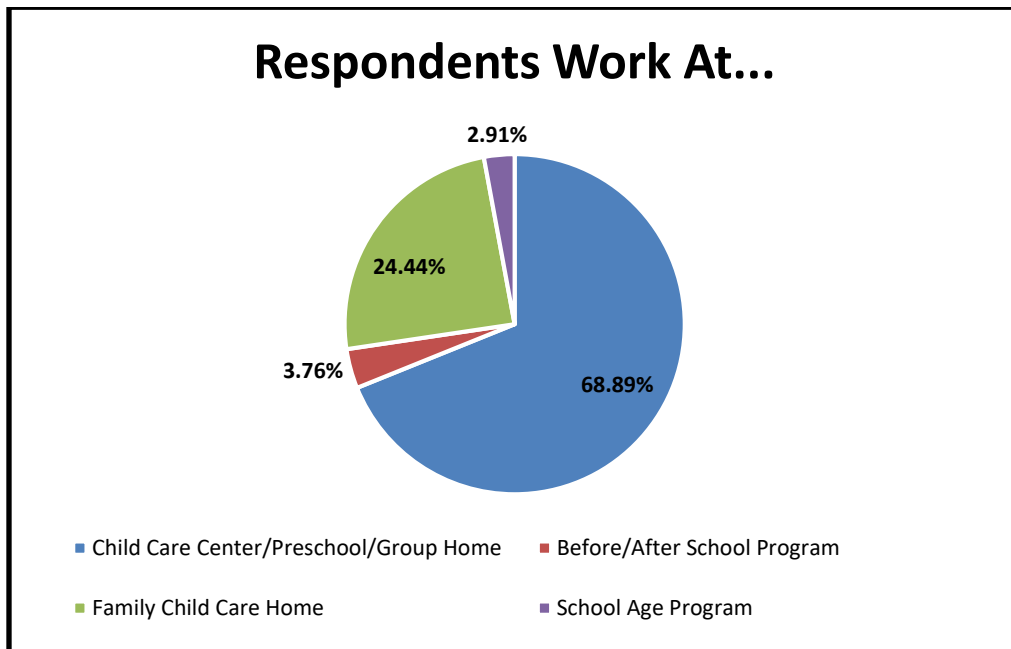
Respondents by Position

Directors and Assistant Directors accounted for 37% of 2019 PD Survey respondents while Family Child Care owners made up 22% of the responses. Twenty-four percent identified as general child care staff. Of the 14% in the *other* category, 70% were in leadership roles within early childhood education such as child care owners, site directors for larger child care programs and school district administration. This is consistent with the trends observed over the past four years.



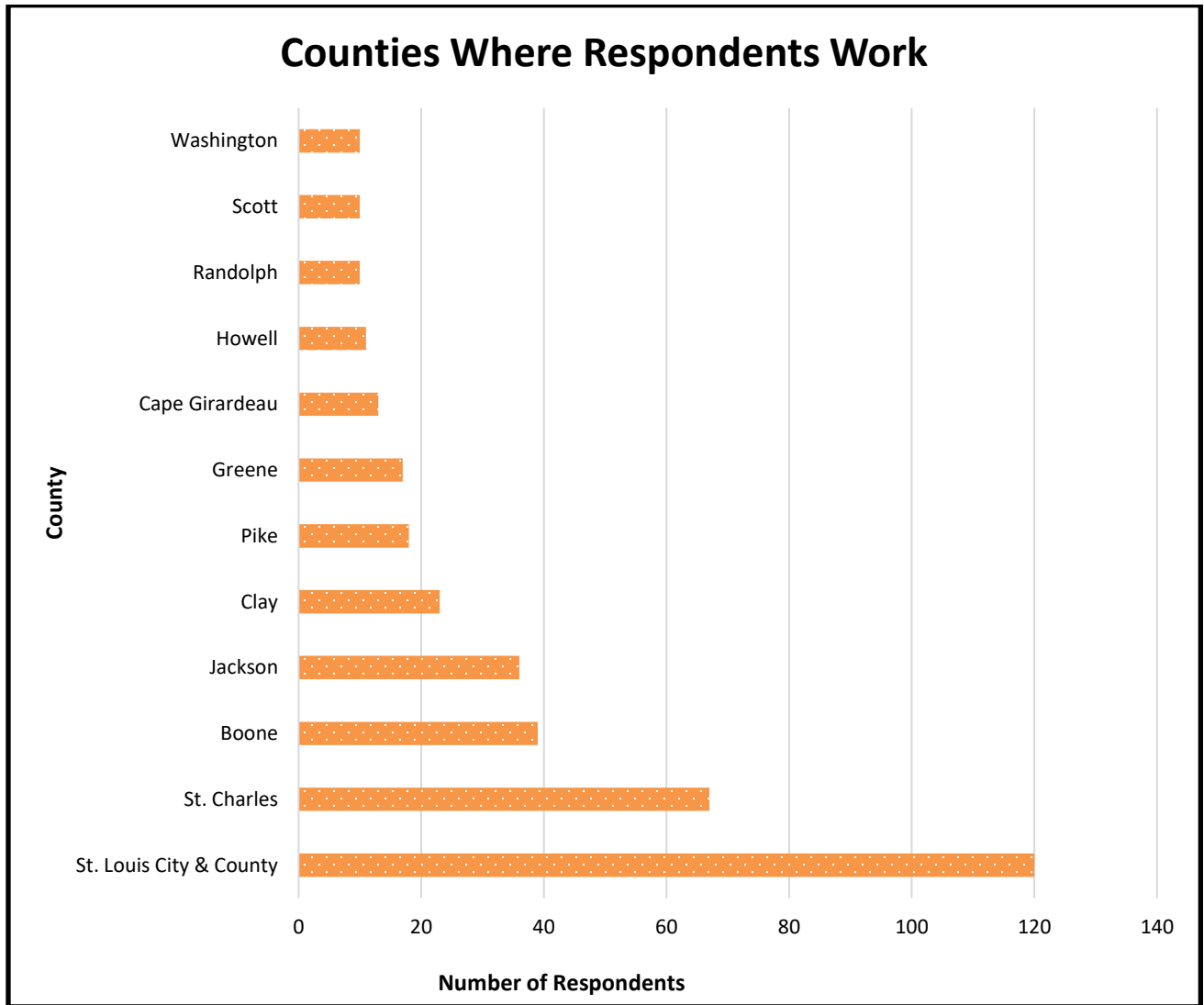
Respondents by Child Care Program Type

Consistent with data since 2013, the majority of respondents, 69%, work in a Child Care Center/Preschool/Group Home. Family child care programs represented 24% of survey takers while 3% worked in school age settings. This corresponds with the amount of licensed child care in Missouri by program type.



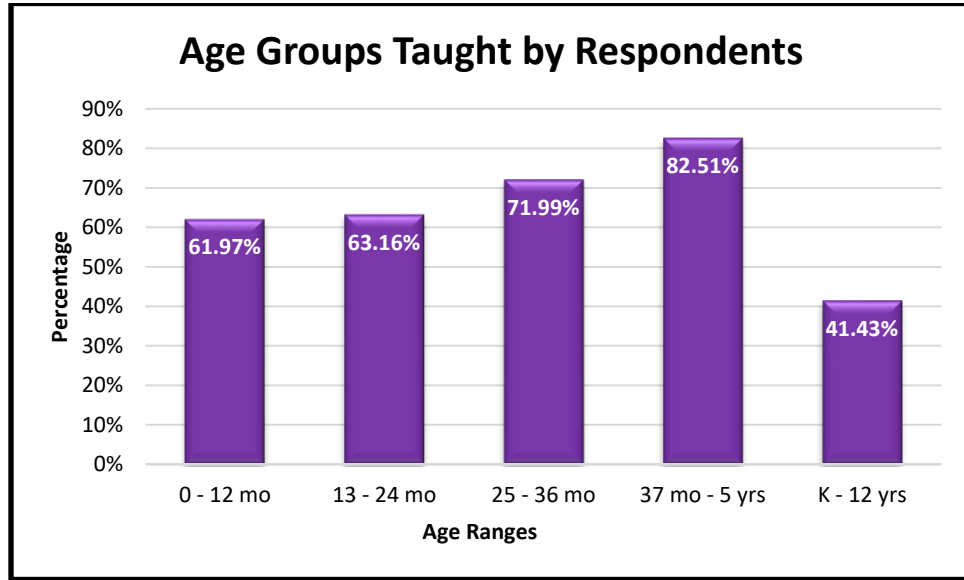
Respondents by County and City of Workplace Location

Trainings are offered across Missouri through both online and in-person workshops. Through the PD Survey we find that the majority of the counties with the most child care capacity are the same counties in which the respondents work. Below are the 12 counties with the highest number of respondents. Not surprisingly, the larger metropolitan areas across the state are represented most often as more child care is offered in these areas.



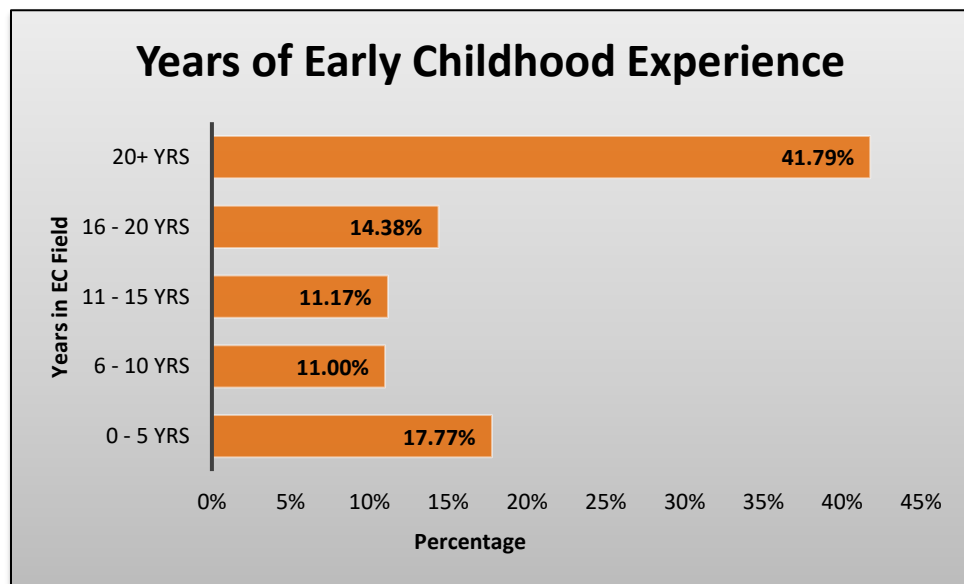
Age Groups Worked with at Child Care Program Type

While the majority of respondents work with four and five year old children, those serving children birth through three years are evenly represented in the survey results.



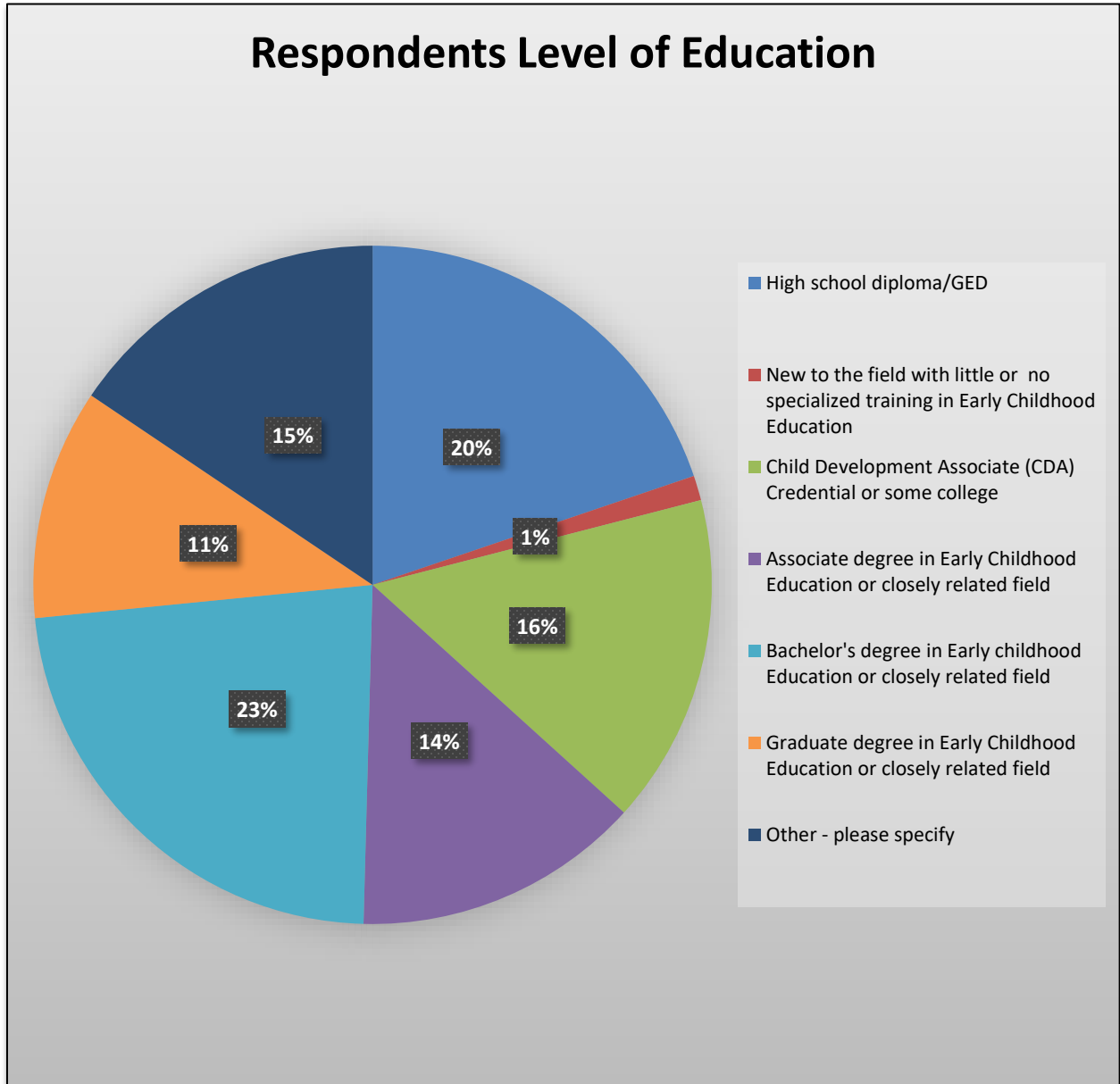
Years of Experience in Early Childhood Education

In 2019, three times as many respondents self-identify as having been in the field of early childhood more than 20 years as those with less years of experience. This is reminiscent of results over the past three years. It is interesting that those with the most and the least experience are those who continue to answer the survey most often.



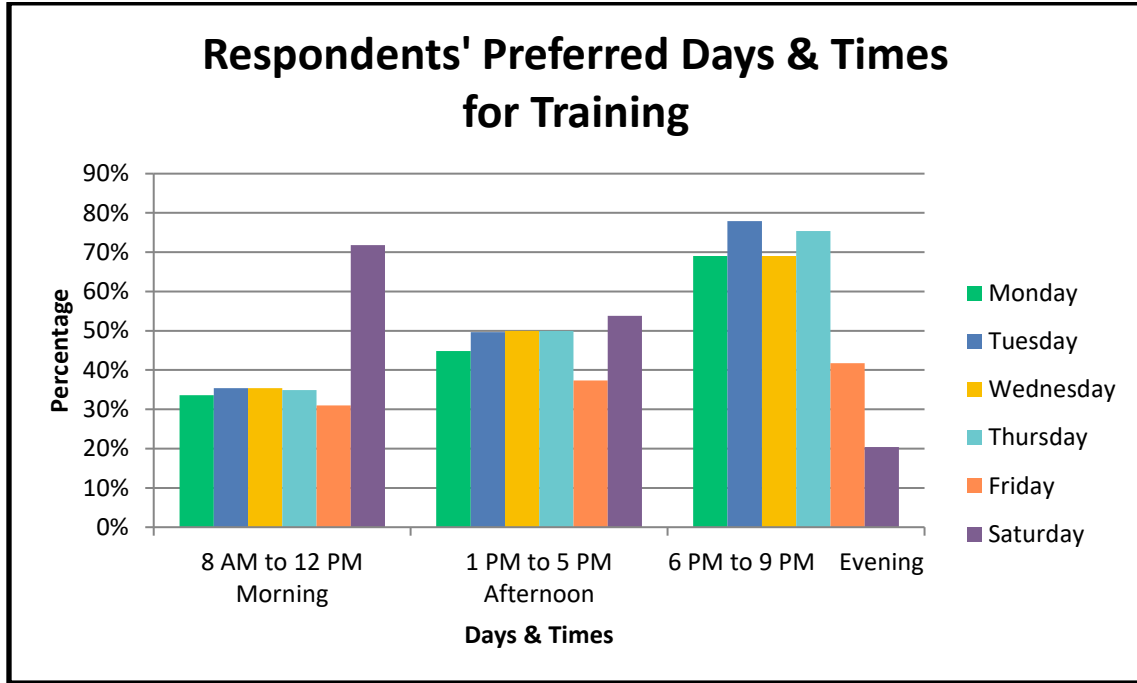
Education Level

In a break from the results of the past four years, respondents in 2019 are within 10% of each other. Bachelor's degrees and high school diploma/GED are within 3% of each other. This correlates to the results we see in the number of years the respondents have been in the early childhood profession.



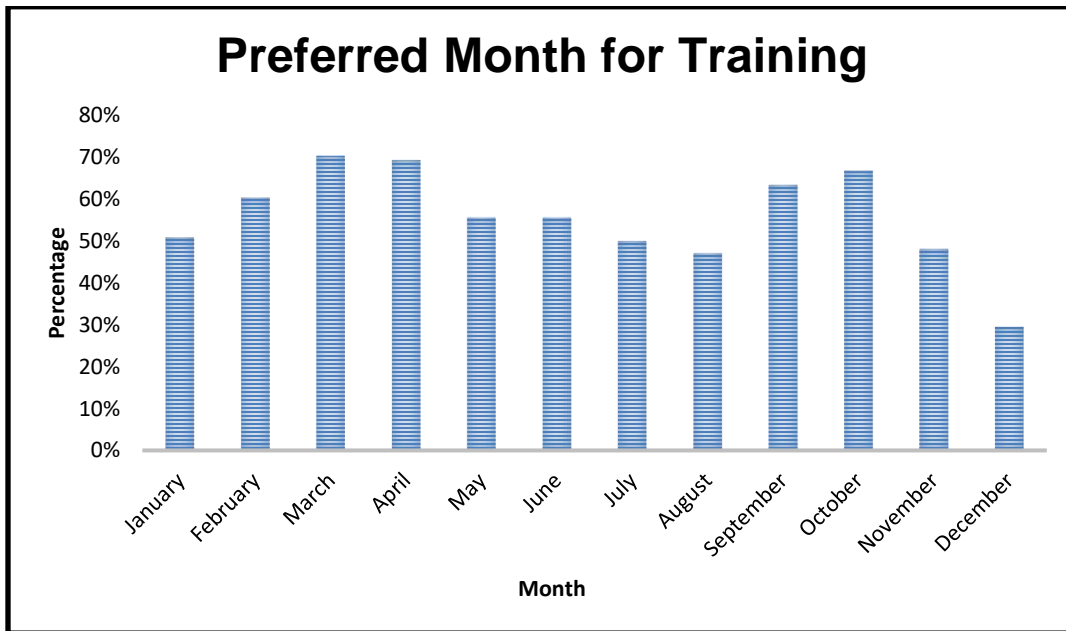
Preferred Training Times (Day of Week and Time of Day)

Respondents indicated they prefer their training in the evening during the week, on Tuesday and Thursday most often, and on Saturday mornings. These results match data collected for this question since 2015 and aligns with much of the training offered in Missouri currently. While as many as 40% of respondents indicate wanting training on Friday, turn out for these sessions is often quite low.



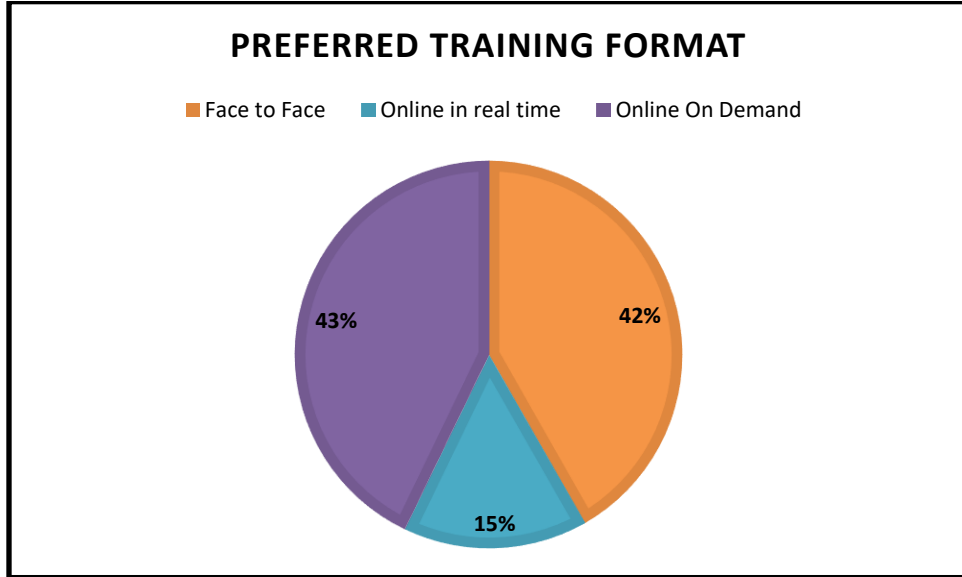
Preferred Months for Training

The spring and fall months continue to be the most popular time of year for professional development. As expected, summer months are less popular for training. This correlates to how sessions are currently offered in Missouri.



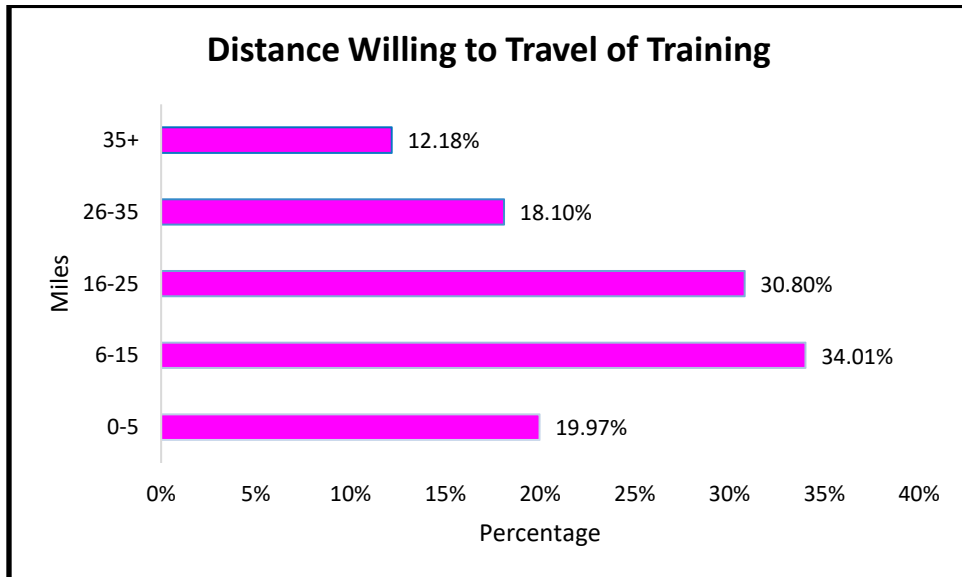
Preferred Training Format

A new question this year, respondents were asked about training format. It appears to be evenly divided between face-to-face and online on demand. This speaks to those who want real time sessions and those seeking the convenience of 24/7 training.



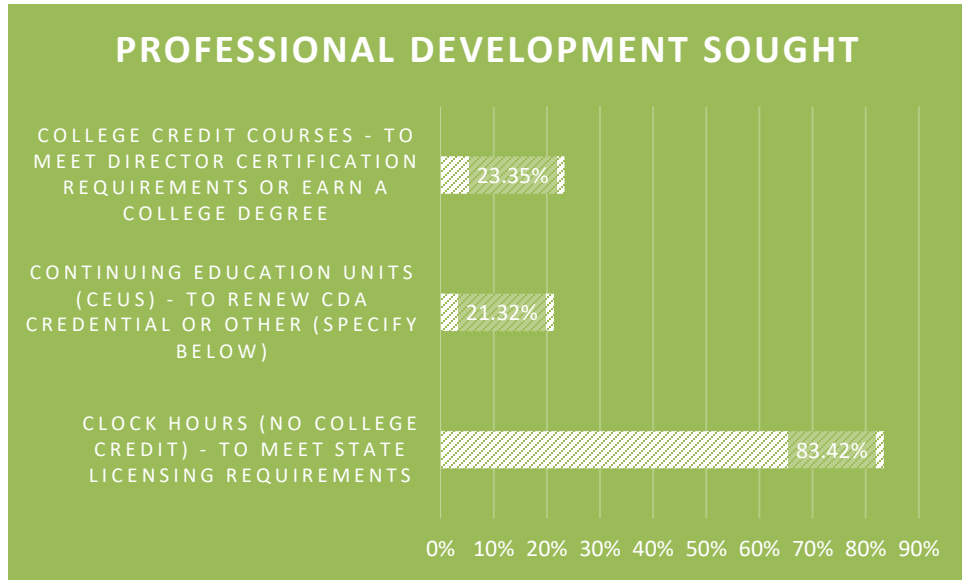
Distance to Travel to Training

For those seeking face-to-face training, the majority do not want to travel more than 25 miles to attend a session. Local training opportunities become of key importance based on this data.



Types of Professional Development Wanted

Professional development offered in the form of clock hours is the overwhelming type desired by respondents which is expected in this type of survey. Those desiring CEUs or college credits are about even. This pattern holds true across Missouri.



Topics for Professional Development

There were nine topical areas presented to respondents: all eight in the *Missouri Core Competencies for Early Childhood and Youth Professionals* and an additional area of wellness and prevention. Respondents were asked to choose topics of interest for training. They could select as many of the topics as desired, as well as, write in additional related topics. The chart below reflects the most popular first and second choices of respondents in each area.

Core Competency Area	First Choice	Second Choice
Learning Environment & Curriculum	New Ideas for Learning Activities	The Great Outdoors & Play
Observation & Assessment	Measuring Children’s Progress	Learning About Children as Individuals
Families & Communities	How to Work with Families	Community Resources
Child & Youth Development	Emotional Development	Social Development
Health & Safety	Children’s Mental Health	Children’s Health Issues
Interactions with Children & Youth	Discipline, Behavior and Guidance	Dealing with Emotion
Program Planning & Development	Time Management	Collaboration with the Community
Professional Development & Leadership (same as 2017)	Stress Management for Caregivers	Effective Communication
Wellness & Prevention	Physical Activity in Early Childhood	Child Nutrition
Leadership Development	Positive Attitudes	HR/Retention/ Employee Engagement

There are several areas of change this year. For the first time, outdoor play ranked high among topics desired for training. Emotional and social development rank first and second under child and youth development this year too. We see Collaboration with the Community, Effective Communication, Physical Activity in Early Childhood, and Child Nutrition on the list for the first time since 2016.

Training Entities

When asked, respondents indicated which training entities they were interested in attending professional development through. It is important to note that Child Care Aware® of Missouri offers statewide training while many training entities are regional. Respondents could choose multiple agencies.

Answer Option	Response %
Child Care Aware® of Missouri – statewide	84%
Child Care Health Consultant (Health Department/Department of Health and Senior Services/DHSS across Missouri)	65%
University of Missouri Extension	50%
Community Partnerships, Project REACH/Educare	48%
MOAEYC/RBAEYC	42%
Parents as Teachers	38%
United 4 Children (St. Louis region)	37%
State or local conferences	24%
Head Start	10%

Moving Forward

The new data in the PD Survey in 2019 offers a look into training format and distance participants are willing to travel to attend sessions. We also see an increase in interest and use of online on demand training. These are important points to note as training entities plan how to offer sessions in 2019 -2020. Training topics and entities are also of note. Modifications to the PD Survey will be made in 2020 as we gather new information to best inform the training opportunities to meet the needs of child care educators.

For more information about this report, contact info@mo.childcareaware.org.