Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

Assistant Permit

Eliminate the Assistant level of the Permit

Eliminate the Assistant level of the Permit
(N=2105)

- Strongly Agree/Agree: 39%
- Strongly Disagree/Disagree: 15%
- No Opinion: 46%

Workforce (N=472): 199 Strongly Agree/Agree, 74 Strongly Disagree/Disagree, 46 No Opinion
Employer (N=506): 191 Strongly Agree/Agree, 67 Strongly Disagree/Disagree, 19 No Opinion
Preparer (N=472): 199 Strongly Agree/Agree, 74 Strongly Disagree/Disagree, 19 No Opinion
State Agency (N=84): 42 Strongly Agree/Agree, 34 Strongly Disagree/Disagree, 8 No Opinion
Other Public Agency (N=144): 79 Strongly Agree/Agree, 42 Strongly Disagree/Disagree, 22 No Opinion
Private Agency (N=126): 56 Strongly Agree/Agree, 53 Strongly Disagree/Disagree, 17 No Opinion
Other (N=301): 145 Strongly Agree/Agree, 110 Strongly Disagree/Disagree, 46 No Opinion
**Survey Results**

ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

**Associate Teacher Permit**

Eliminate the authorization for an Associate Teacher to supervise others.

<table>
<thead>
<tr>
<th>Category</th>
<th>Strongly Agree/Agree</th>
<th>Strongly Disagree/Disagree</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workforce (N=444)</td>
<td>189</td>
<td>64</td>
<td>191</td>
</tr>
<tr>
<td>Employer (N=471)</td>
<td>193</td>
<td>59</td>
<td>21</td>
</tr>
<tr>
<td>Preparer (N=236)</td>
<td>59</td>
<td>48</td>
<td>21</td>
</tr>
<tr>
<td>State Agency (N=77)</td>
<td>156</td>
<td>59</td>
<td>5</td>
</tr>
<tr>
<td>Other Public Agency (N=137)</td>
<td>39</td>
<td>33</td>
<td>5</td>
</tr>
<tr>
<td>Private Agency (N=111)</td>
<td>82</td>
<td>38</td>
<td>17</td>
</tr>
<tr>
<td>Other (N=273)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

Eliminate the authorization for an Associate Teacher to supervise others. (N=1749)

- **Strongly Agree/Agree**: 49%
- **Strongly Disagree/Disagree**: 40%
- **No Opinion**: 11%

January 2017
Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

**Associate Teacher Permit**

Require direct supervision of an Associate Teacher by an individual holding a Teacher Permit or higher Permit level.

![Bar chart showing the distribution of responses across different categories and a pie chart showing the overall distribution.

**Workforce (N=441)**
- Strongly Agree/Agree: 259
- Strongly Disagree/Disagree: 150
- No Opinion: 32

**Employer (N=471)**
- Strongly Agree/Agree: 245
- Strongly Disagree/Disagree: 34
- No Opinion: 14

**Preparer (N=237)**
- Strongly Agree/Agree: 186
- Strongly Disagree/Disagree: 37
- No Opinion: 14

**State Agency (N=79)**
- Strongly Agree/Agree: 55
- Strongly Disagree/Disagree: 20
- No Opinion: 4

**Other Public Agency (N=136)**
- Strongly Agree/Agree: 98
- Strongly Disagree/Disagree: 20
- No Opinion: 8

**Private Agency (N=111)**
- Strongly Agree/Agree: 61
- Strongly Disagree/Disagree: 41
- No Opinion: 9

**Other (N=277)**
- Strongly Agree/Agree: 193
- Strongly Disagree/Disagree: 63
- No Opinion: 21

**Overall (N=1752)**
- Strongly Agree/Agree: 63%
- Strongly Disagree/Disagree: 30%
- No Opinion: 7%

January 2017
### Survey Results

**ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix**

**Associate Teacher Permit**

Eliminate the option for the Associate Teacher to possess a Child Development Associate Credential issued by the Council for Early Childhood Professional Recognition in order to meet the Education requirement.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree/Agree</th>
<th>Strongly Disagree/Disagree</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workforce (N=440)</td>
<td>127</td>
<td>137</td>
<td>103</td>
</tr>
<tr>
<td>Employer (N=467)</td>
<td>163</td>
<td>49</td>
<td>60</td>
</tr>
<tr>
<td>Preparer (N=236)</td>
<td>201</td>
<td>38</td>
<td>31</td>
</tr>
<tr>
<td>State Agency (N=79)</td>
<td>127</td>
<td>49</td>
<td>30</td>
</tr>
<tr>
<td>Other Public Agency (N=136)</td>
<td>60</td>
<td>57</td>
<td>21</td>
</tr>
<tr>
<td>Private Agency (N=110)</td>
<td>103</td>
<td>37</td>
<td>52</td>
</tr>
<tr>
<td>Other (N=227)</td>
<td>94</td>
<td>94</td>
<td>61</td>
</tr>
</tbody>
</table>

Eliminate the option for the Associate Teacher to possess a Child Development Associate Credential issued by the Council for Early Childhood Professional Recognition in order to meet the Education requirement. (N=1745)

- Strongly Agree/Agree: 38%
- Strongly Disagree/Disagree: 37%
- No Opinion: 24%

January 2017
Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

**Associate Teacher Permit**

Require Associate Teachers serving children ages birth-3 to have 3 units of coursework specific to the development and care of infants and toddlers.

![Bar chart showing the survey results for Associate Teacher Permit]

- **Strongly Agree/Agree**: 86%
- **Strongly Disagree/Disagree**: 10%
- **No Opinion**: 4%

Require Associate Teachers serving children ages birth-3 to have 3 units of coursework specific to the development and care of infants and toddlers. (N=1753)
Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

**Associate Teacher Permit**

Require Associate Teachers to have 50 days of 3+ hours per day of experience within the past two years or 50 hours of practicum or clinical experience to meet the Experience requirement for the Permit.

(N=442)  
Workforce 344  
Employer 351  
Preparer 205  
State Agency 205  
Other Public Agency 109  
Private Agency 86  
Other Other (N=275) 216

Strongly Agree/Agree 79%  
Strongly Disagree/Disagree 13%  
No Opinion 8%  

Require Associate Teachers to have 50 days of 3+ hours per day of experience within the past two years or 50 hours of practicum or clinical experience to meet the Experience requirement for the Permit. (N=1749)
## Survey Results

**ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix**

### Associate Teacher Permit

Remove the limits on the number of times the Permit can be renewed and for each 5 year renewal require completion of 105 hours, with at least 21 hours per year, of professional growth activities aligned with adopted competencies.

<table>
<thead>
<tr>
<th>Category</th>
<th>Strongly Agree/Agree</th>
<th>Strongly Disagree/Disagree</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workforce (N=443)</td>
<td>287</td>
<td>104</td>
<td>52</td>
</tr>
<tr>
<td>Employer (N=472)</td>
<td>310</td>
<td>105</td>
<td>57</td>
</tr>
<tr>
<td>Preparer (N=235)</td>
<td>175</td>
<td>46</td>
<td>57</td>
</tr>
<tr>
<td>State Agency (N=79)</td>
<td>46</td>
<td>26</td>
<td>14</td>
</tr>
<tr>
<td>Other Public Agency (N=137)</td>
<td>86</td>
<td>14</td>
<td>14</td>
</tr>
<tr>
<td>Private Agency (N=112)</td>
<td>74</td>
<td>26</td>
<td>12</td>
</tr>
<tr>
<td>Other (N=274)</td>
<td>199</td>
<td>51</td>
<td>24</td>
</tr>
</tbody>
</table>

Remove the limits on the number of times the Permit can be renewed and for each 5 year renewal require completion of 105 hours, with at least 21 hours per year, of professional growth activities aligned with adopted competencies. (N=1752)

- **Strongly Agree/Agree**: 67%
- **Strongly Disagree/Disagree**: 23%
- **No Opinion**: 10%
Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

**Teacher Permit**

For Option 1 of the Education requirements, require possession of an Associate Degree (AA/AS/AS-T) in ECE/Child Development or comparable degree in ECE/CD that includes 60 semester units. (N=1634)

For Option 2 of the Education requirements, require completion of 40 semester units, including 24 units ECE/CD, plus 16 units general education, for the initial permit. For permit renewal, require meeting the Option 1 requirements within the first renewal.
Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

Teacher Permit

For permit renewal, require meeting the Option 1 requirements within the first renewal period, or 20 additional units applicable towards a baccalaureate degree. (N=1625)

- Strongly Agree/Agree: 58%
- Strongly Disagree/Disagree: 29%
- No Opinion: 13%

For the Experience requirement, require 210 hours of clinical experience, to include a minimum number of hours of student teaching for both Option 1 and Option 2. (N=1630)

- Strongly Agree/Agree: 57%
- Strongly Disagree/Disagree: 28%
- No Opinion: 15%
Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

Master Teacher Permit

Change the title to Teaching Specialist instead of Master Teacher.

![Image of bar chart and pie chart showing survey results]
**Survey Results**
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

**Master Teacher Permit**

- Revise the authorization statement to reflect coaching support related to quality improvement. (N=1601)
  - Strongly Agree/Agree: 66%
  - Strongly Disagree/Disagree: 14%
  - No Opinion: 20%

- Course work related to pedagogy must address the full developmental range (infant/toddler, preschool, school age). (N=1601)
  - Strongly Agree/Agree: 70%
  - Strongly Disagree/Disagree: 19%
  - No Opinion: 11%

- Require two years of experience as a CDP Teacher. (N=1578)
  - Strongly Agree/Agree: 57%
  - Strongly Disagree/Disagree: 24%
  - No Opinion: 19%

January 2017
Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

Master Teacher Permit

Revise Option 1 of the Education requirements to have earned a baccalaureate degree in ECE/CD.

<table>
<thead>
<tr>
<th></th>
<th>Workforce (N=407)</th>
<th>Employer (N=420)</th>
<th>Preparer (N=222)</th>
<th>State Agency (N=75)</th>
<th>Other Public Agency (N=119)</th>
<th>Private Agency (N=103)</th>
<th>Other (N=253)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree/Agree</td>
<td>186</td>
<td>164</td>
<td>32</td>
<td>42</td>
<td>78</td>
<td>43</td>
<td>85</td>
</tr>
<tr>
<td>Strongly Disagree/Disagree</td>
<td>175</td>
<td>172</td>
<td>26</td>
<td>29</td>
<td>12</td>
<td>51</td>
<td>9</td>
</tr>
<tr>
<td>No Opinion</td>
<td>50</td>
<td>50</td>
<td>18</td>
<td>7</td>
<td>19</td>
<td>4</td>
<td>24</td>
</tr>
</tbody>
</table>

Revise Option 1 of the Education requirements to have earned a baccalaureate degree in ECE/CD. (N=1603)

- **Strongly Agree/Agree**: 54%
- **Strongly Disagree/Disagree**: 35%
- **No Opinion**: 11%
Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

Master Teacher Permit

**Revise Option 2 of the Education requirements to have earned a baccalaureate degree in any discipline, with 36 semester units of ECE/CD, including adult supervision and 18 units of upper division coursework. (N=1603)**

- Strongly Agree/Agree: 56%
- Strongly Disagree/Disagree: 32%
- No Opinion: 11%

**For Permit renewal, require 105 hours, with at least 21 hours per year, of professional growth activities aligned with adopted competencies. (N=1597)**

- Strongly Agree/Agree: 72%
- Strongly Disagree/Disagree: 17%
- No Opinion: 5%

**The Teaching Specialist may add an Administrator authorization to serve as a Site Supervisor (requirements for this authorization will be developed). (N=1594)**

- Strongly Agree/Agree: 64%
- Strongly Disagree/Disagree: 18%
- No Opinion: 18%
**Survey Results**

ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

**Site Supervisor Permit**

Eliminate the Site Supervisor Permit since a Teaching Specialist with an added Administration Authorization could perform these functions.

Eliminate the Site Supervisor Permit since a Teaching Specialist with an added Administration Authorization could perform these functions. (N=1623)

- Strongly Agree/Agree: 39%
- Strongly Disagree/Disagree: 47%
- No Opinion: 39%

January 2017
Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

**Program Director Permit**

Change the title to Program Administrator rather than Program Director. (N=1581)

- Strongly Agree/Agree: 54%
- Strongly Disagree/Disagree: 18%
- No Opinion: 28%

Revise the authorization statement to reflect coaching support related to quality improvement. (N=1570)

- Strongly Agree/Agree: 73%
- Strongly Disagree/Disagree: 12%
- No Opinion: 16%

For Education Option 1: Possess a baccalaureate degree or higher with 15 units of management/administration/supervision/leadership/policy including 6 administrative units, 2 adult supervision units and 24 units of ECE/CD including coursework related to...
Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

Program Director Permit

For Education Option 3 require a multiple subject teaching credential with units and field experience as listed in Option 2, with 12 units that include specification of areas of competency needed for ECE/CD and 6 units of administration. (N=1570)

- Strongly Agree/Agree: 53%
- Strongly Disagree/Disagree: 31%
- No Opinion: 16%

For Education Option 4 require a master's degree in ECE/CD or Child/Human Development that includes 15 units of management/administration/supervision/leadership policy including 6 administration units and 2 adult supervision units. (N=1569)

- Strongly Agree/Agree: 58%
- Strongly Disagree/Disagree: 25%
- No Opinion: 17%

For the experience requirement, require five years of experience as a teacher ages birth to 12. (N=1566)

- Strongly Agree/Agree: 61%
- Strongly Disagree/Disagree: 28%
- No Opinion: 11%

For Permit renewal, require 105 hours, with at least 21 hours per year, of professional growth activities aligned with adopted competencies. (N=1561)

- Strongly Agree/Agree: 73%
- Strongly Disagree/Disagree: 16%
- No Opinion: 11%
**Survey Results**

ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

**Overall Permit Matrix Recommendations**

Taken as a whole, the Child Development Advisory Panel recommendations, if implemented, would strengthen preparation for individuals serving on a Permit in the ECE setting. (N=1513)

- **69%** Strongly Agree/Agree
- **21%** Strongly Disagree/Disagree
- **10%** No Opinion
Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

Overall Permit Matrix Recommendations

Potential effects on recruitment of staff for available positions?

[Chart showing the distribution of responses across different categories, with pie chart and bar graph providing visual representation of the data.]

January 2017
Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

**Overall Permit Matrix Recommendations**

Potential effects on retention of staff?

<table>
<thead>
<tr>
<th>Category</th>
<th>N=386</th>
<th>N=401</th>
<th>N=214</th>
<th>N=69</th>
<th>N=112</th>
<th>N=95</th>
<th>N=236</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workforce</td>
<td>101</td>
<td>110</td>
<td>156</td>
<td>98</td>
<td>15</td>
<td>61</td>
<td>86</td>
</tr>
<tr>
<td>Employer</td>
<td>149</td>
<td>125</td>
<td>71</td>
<td>70</td>
<td>22</td>
<td>3</td>
<td>25</td>
</tr>
<tr>
<td>Preparer</td>
<td>32</td>
<td>32</td>
<td>61</td>
<td>15</td>
<td>29</td>
<td>29</td>
<td>61</td>
</tr>
<tr>
<td>State Agency</td>
<td>22</td>
<td>29</td>
<td>3</td>
<td>19</td>
<td>32</td>
<td>35</td>
<td>11</td>
</tr>
<tr>
<td>Other Public Agency</td>
<td>32</td>
<td>35</td>
<td>11</td>
<td>38</td>
<td>25</td>
<td>7</td>
<td>26</td>
</tr>
<tr>
<td>Private Agency</td>
<td>71</td>
<td>61</td>
<td>8</td>
<td>61</td>
<td>71</td>
<td>61</td>
<td>86</td>
</tr>
<tr>
<td>Other</td>
<td>22</td>
<td>29</td>
<td>3</td>
<td>19</td>
<td>32</td>
<td>35</td>
<td>11</td>
</tr>
</tbody>
</table>

Potential effects on retention of staff?
(N=1541)

- Positive: 35%
- Negative: 29%
- None: 28%
- Not Sure: 8%
Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

Overall Permit Matrix Recommendations

Potential effects on potential candidates for the Permit?

<table>
<thead>
<tr>
<th>Category</th>
<th>Increase number</th>
<th>No Impact</th>
<th>Negative Impact</th>
<th>Not sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workforce (N=386)</td>
<td>49</td>
<td>33</td>
<td>28</td>
<td>9</td>
</tr>
<tr>
<td>Employer (N=401)</td>
<td>61</td>
<td>26</td>
<td>28</td>
<td>107</td>
</tr>
<tr>
<td>Preparer (N=214)</td>
<td>28</td>
<td>28</td>
<td>59</td>
<td>101</td>
</tr>
<tr>
<td>State Agency (N=69)</td>
<td>9</td>
<td>5</td>
<td>38</td>
<td>20</td>
</tr>
<tr>
<td>Other Public Agency</td>
<td>25</td>
<td>9</td>
<td>56</td>
<td>26</td>
</tr>
<tr>
<td>Private Agency (N=95)</td>
<td>17</td>
<td>6</td>
<td>42</td>
<td>34</td>
</tr>
<tr>
<td>Other (N=236)</td>
<td>35</td>
<td>21</td>
<td>26</td>
<td>99</td>
</tr>
</tbody>
</table>

Potential effects on potential candidates for the Permit? (N=1481)

- Increase number: 52%
- No Impact: 9%
- Negative Impact: 15%
- Not sure: 24%
Survey Results
ECE Survey I: Panel Recommendations related to the Child Development Permit Matrix

Overall Permit Matrix Recommendations

Potential effects on the ECE workforce?

January 2017