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

Assistant Permit

Eliminate the Assistant level of the Permit

<table>
<thead>
<tr>
<th></th>
<th>Workforce (N=472)</th>
<th>Employer (N=506)</th>
<th>Preparer (N=472)</th>
<th>State Agency (N=84)</th>
<th>Other Public Agency (N=144)</th>
<th>Private Agency (N=126)</th>
<th>Other (N=301)</th>
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<td>Strongly Agree/Agree</td>
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<td>191</td>
<td>199</td>
<td>42</td>
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<tr>
<td>Strongly Disagree/Disagree</td>
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<td>67</td>
<td>74</td>
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<td>53</td>
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<tr>
<td>No Opinion</td>
<td>74</td>
<td>67</td>
<td>74</td>
<td>8</td>
<td>22</td>
<td>17</td>
<td>46</td>
</tr>
</tbody>
</table>

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

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

January 2017
**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.

![Survey Results Chart]

**Workforce (N=444)**
- Strongly Agree/Agree: 189
- Strongly Disagree/Disagree: 193
- No Opinion: 64

**Employer (N=471)**
- Strongly Agree/Agree: 156
- Strongly Disagree/Disagree: 59
- No Opinion: 48

**Preparer (N=236)**
- Strongly Agree/Agree: 39
- Strongly Disagree/Disagree: 33
- No Opinion: 5

**State Agency (N=77)**
- Strongly Agree/Agree: 38
- Strongly Disagree/Disagree: 17
- No Opinion: 17

**Other Public Agency (N=137)**
- Strongly Agree/Agree: 50
- Strongly Disagree/Disagree: 44
- No Opinion: 17

**Private Agency (N=111)**
- Strongly Agree/Agree: 140
- Strongly Disagree/Disagree: 105
- No Opinion: 28

**Other (N=273)**
- Strongly Agree/Agree: 82
- Strongly Disagree/Disagree: 59
- No Opinion: 21

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.

---

<table>
<thead>
<tr>
<th>Category</th>
<th>Strongly Agree/Agree</th>
<th>Strongly Disagree/Disagree</th>
<th>No Opinion</th>
</tr>
</thead>
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<tr>
<td>Workforce (N=441)</td>
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<td>Preparer (N=237)</td>
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<td>State Agency (N=79)</td>
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<td>Other Public Agency</td>
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<td>41</td>
</tr>
<tr>
<td>Other (N=277)</td>
<td>193</td>
<td>63</td>
<td>21</td>
</tr>
</tbody>
</table>

**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.

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.

January 2017
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)

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

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

January 2017
**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.

---

**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. (N=1752)

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**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. (N=1752)
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)

Strongly Agree/Agree: 72%
Strongly Disagree/Disagree: 22%
No Opinion: 6%

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

Strongly Agree/Agree: 65%
Strongly Disagree/Disagree: 25%
No Opinion: 10%
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)

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)
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.

Survey Results:
Change the title to Teaching Specialist instead of Master Teacher. (N=1604)

- Strongly Agree/Agree: 32%
- Strongly Disagree/Disagree: 40%
- No Opinion: 29%

January 2017
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%

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

- 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%

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>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>
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</thead>
<tbody>
<tr>
<td>186</td>
<td>164</td>
<td>175</td>
<td>172</td>
<td>78</td>
<td>43</td>
<td>144</td>
</tr>
<tr>
<td>Strongly Agree/Agree</td>
<td>Strongly Disagree/Disagree</td>
<td>No Opinion</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

January 2017
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: 11%

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

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. (N=1623)

- Strongly Agree/Agree: 47%
- Strongly Disagree/Disagree: 39%
- No Opinion: 15%

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: 28%
- No Opinion: 18%

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

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

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 se

- Strongly Agree/Agree: 66%
- Strongly Disagree/Disagree: 23%
- No Opinion: 11%
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)

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)

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

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

- Strongly Agree/Agree: 69%
- Strongly Disagree/Disagree: 21%
- No Opinion: 10%

January 2017
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?

![Bar chart and pie chart showing the distribution of responses to the question: Potential effects on recruitment of staff for available positions. The chart indicates that a majority of respondents responded positively, with 32% indicating positive, 23% indicating negative, 15% indicating none, and 30% indicating not sure.](image-url)

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>Positive</th>
<th>Negative</th>
<th>None</th>
<th>Not Sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workforce (N=386)</td>
<td>149</td>
<td>29</td>
<td>61</td>
<td>86</td>
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<tr>
<td>Employer (N=401)</td>
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<td>86</td>
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<td>Preparer (N=214)</td>
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<td>61</td>
<td>86</td>
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<tr>
<td>State Agency (N=69)</td>
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<td>61</td>
<td>86</td>
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<td>Other Public Agency (N=112)</td>
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<td>Other (N=236)</td>
<td>22</td>
<td>35</td>
<td>61</td>
<td>86</td>
</tr>
</tbody>
</table>

January 2017
## 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>
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</thead>
<tbody>
<tr>
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<td>Employer (N=401)</td>
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<td>Preparer (N=214)</td>
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<tr>
<td>Private Agency (N=95)</td>
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<td>35</td>
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<tr>
<td>Other (N=236)</td>
<td>99</td>
<td>6</td>
<td>34</td>
<td>19</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%

January 2017
**Survey Results**

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

**Overall Permit Matrix Recommendations**

Potential effects on the ECE workforce?

![Bar chart and pie chart showing potential effects on the ECE workforce.]

- Increase quality: 58%
- No impact on quality: 19%
- Negative Impact: 18%
- Not Sure: 4%

January 2017