

SCHUYLKILL
CHAMBER OF COMMERCE

EARLY CHILDHOOD EDUCATION IMPACT REPORT



www.schuylkillchamber.com

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Introduction

Many families can't find or are struggling to afford quality child care. Employers can't find workers because families can't find or are struggling to afford quality child care. Children are suffering because parents can't find or are struggling to afford quality child care. The United States of America is facing a child care crisis.

A report published by Ready Nation Council for a Strong America, highlighted the following:

- Seventy percent of working parents surveyed reported that access to child care is a challenge and more than half said it is a significant challenge to find child care that is either affordable (61 percent) or high-quality (51 percent)
- Productivity problems cause Pennsylvania employers to lose \$1.52 billion annually due to child care challenges faced by their workforce. There are immediate, direct costs associated with recruitment, hiring, and training as the workforce turns over.
- Twenty seven percent of parents reported quitting a job due to child care problems and 18 percent reported being let go or fired.

The statistics noted above are a very small sample of the child care crisis, which is why the Schuylkill Chamber of Commerce is committed to advocating on behalf of child care providers, families and employers.

There is not a one-size-fits-all fix. The fix will take effort, collaboration and partnership between all levels of government, employers, providers and public and private organizations. The efforts need to be put forth because our future depends on it.

We are looking to solve the child care workforce crisis.

Quality child care is essential for working parents. Without it, parents can't focus on their careers, the inability for able, eligible workers to enter or reenter the workforce, negative economic impacts and decreased productivity.

The Schuylkill Chamber of Commerce has been working with a coalition of chambers across Pennsylvania who are also passionate about the child care crisis. Each county is different. Schuylkill County's median household income is \$49,559. On average, families can expect that they will pay at least 10 percent of their household income for child care.

According to Pennsylvania Partnerships for Children, 65,970 children are enrolled in high-quality, publicly funded pre-k; yet 101,500 eligible children remain unserved.

Our children deserve better.



Our Mission

Our mission is to address the critical issue of the lack of early education and care in Schuylkill County, recognizing its profound impact on the workforce shortage crisis. We are dedicated to finding innovative solutions that not only provide accessible and quality child care services but also contribute to the overall resilience and growth of our community.

\$6.65B
is the annual cost
of Pennsylvania's
child care
problems

*Ready Nation Council for a Strong America

\$3.47B
child care issues
result in an
estimated \$3.47
billion loss annually
for PA's economy.

*Untapped Potential in PA / US Chamber Foundation

84.2%
of Schuylkill County
parents would be
faced with a hardship
to keep their jobs if
their child care
provider closed

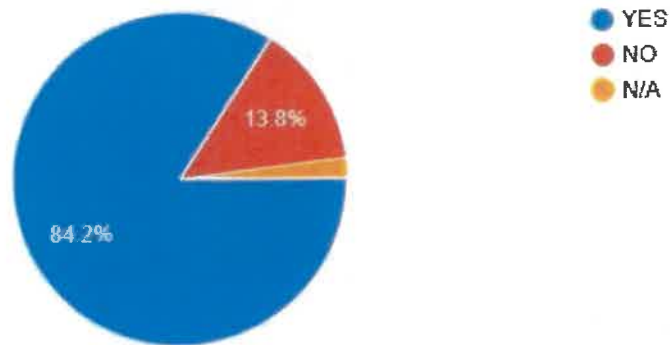
PARENT SURVEY RESULTS

WHAT SCHUYLKILL COUNTY PARENTS ARE SAYING:

If the child care program your are currently using closed, or eliminated care for your child's age group, would it be a hardship for your to maintain your job?

Q1

152 responses



Q2

If you answered YES to Q1, please explain how it would affect your ability to work

Please refer to the addendum for answers to Q2

Q3

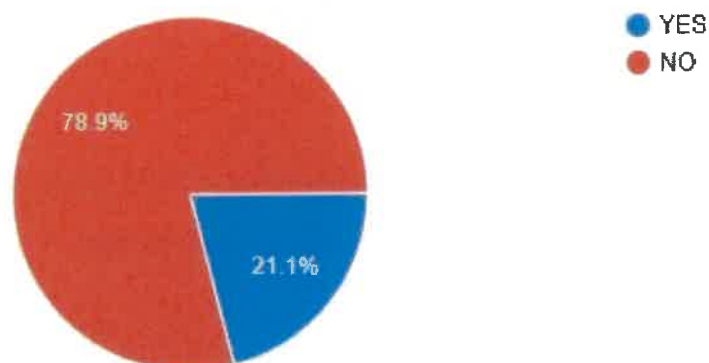
If child care services were not able to be accessed by your family, how many jobs would be impacted in your household?

Please refer to the addendum for answers to Q3

Q4

Do you have an alternate child care provider or plan of care in place if needed?

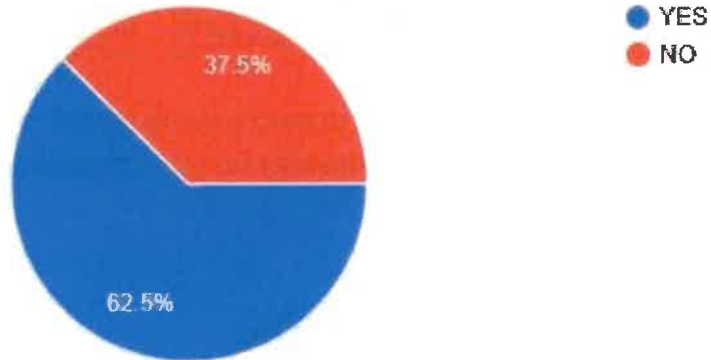
152 responses



Q5

Were you on a waiting list for child care prior to your child attending his/her current program?

152 responses



Q6

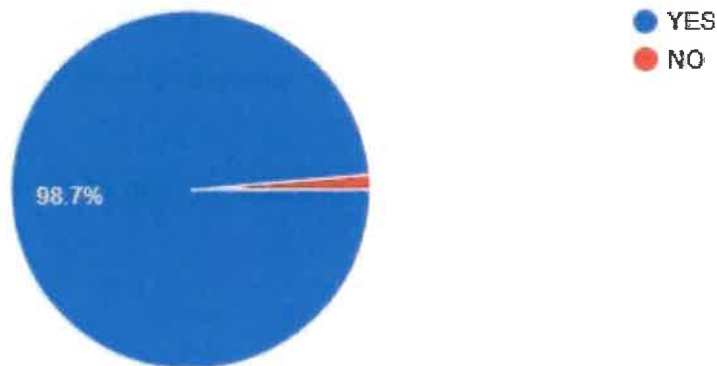
If your answer to Q5 is YES, please tell us how long you were on a waiting list.

Please refer to the addendum for answers to Q6

Q7

A quality child care setting offers a safe, healthy and nurturing environment. Do you feel your child is in a quality setting?

152 responses



Q8

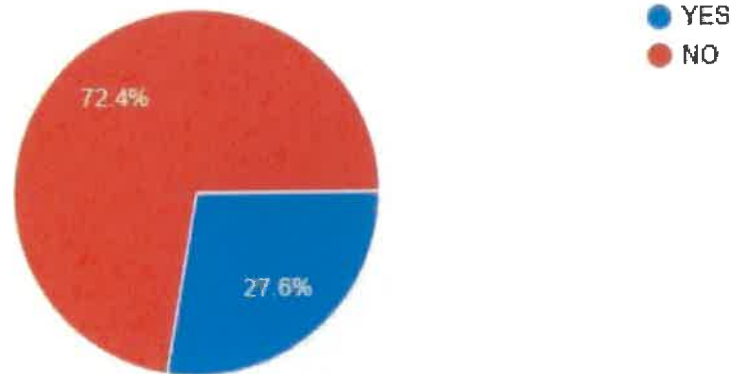
What do you value most about your child provider's program?

Please refer to the addendum for answers to Q8

Q9

Does your child currently benefit from early childhood intervention services?

152 responses



Q10

If your answer to Q9 is YES, please explain how your child has been impacted by the early intervention services.

Please refer to the addendum for answers to Q10

Q11

Tell us why you chose to enroll your child in the program he/she is currently enrolled in.

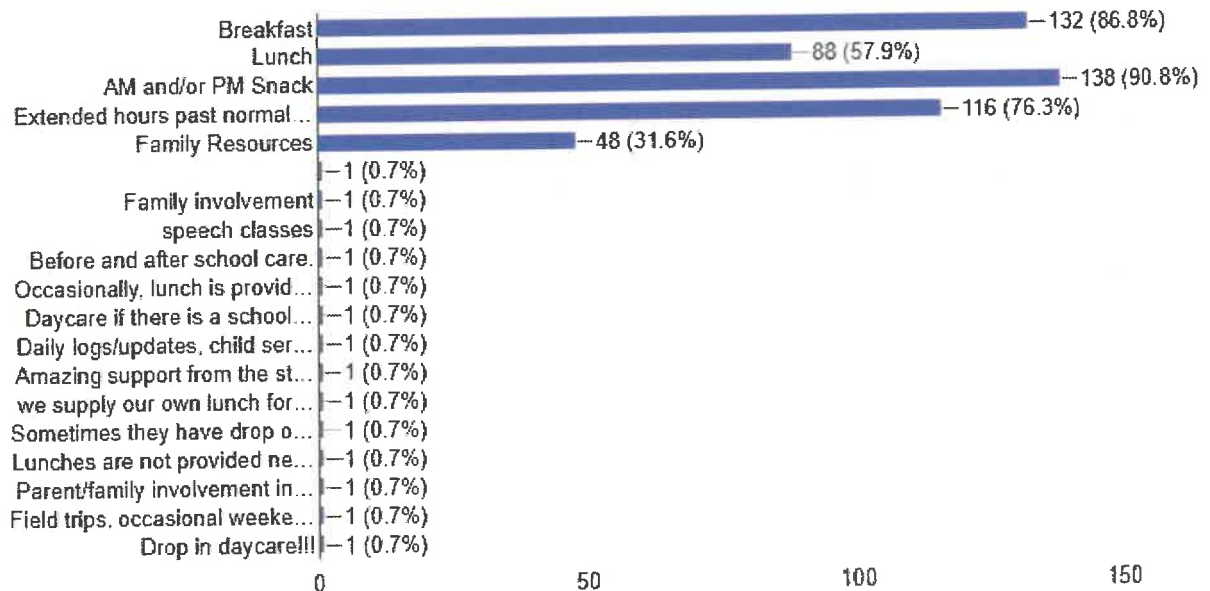
Please refer to the addendum for answers to Q11

Q12

What additional services is your child offered at the current program? Please check all that apply

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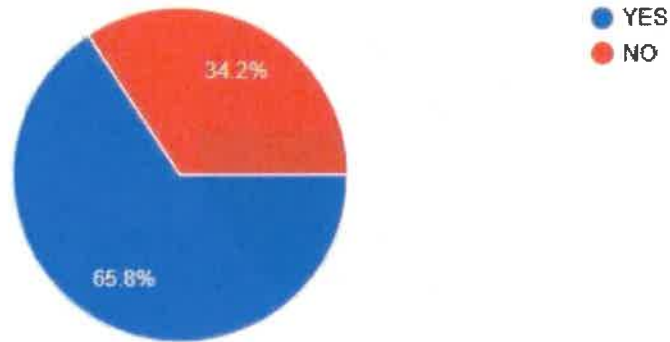
152 responses



Q13

Are you troubled by the low wages and inadequate benefits (of lack thereof) for child care staff in relation to the sustainability of your child care program?

152 responses



Q14 If your answer to Q13 is YES, please explain.
Please refer to the addendum for answers to Q14

Q15 If you were informed that child care staff wages lag behind other educational levels (kindergarten, elementary, middle school, etc.), impacting teacher retention, what key points would you convey to your State Legislator to emphasize the need for addressing this wage disparity in the child care sector?
Please refer to the addendum for answers to Q15

Q16 What percentage of your household income (take home pay) is dedicated to child care services per month?
Please refer to the addendum for answers to Q16

Addendum

QUESTION 2

We would be forced to bring our child to the office with us which is very counterproductive.

I am a government investigator in national security, and I am required to meet in-person with individuals being investigated, there is no way I could conduct my investigations without childcare, and zoom/skype is not an option. I would have to resign.

I wouldn't be able to work, as my child will be with me and have my 100% attention. We have a small family, and do not have any sort of help "babysitting". My husband and I also work opposite shifts.

I would have no one to look after my child while I work my shifts. Wait lists for other child care programs are ridiculously long, most times the older the child the longer the wait. Long wait lists with no available alternative child care could cause poor work attendance, which could lead to termination of employment. Unlike with previous generations, many grandparents to the children are still working full time, thus also unable to help in providing alternative childcare.

Trying to find a baby sitter

Need childcare while at work. Family cannot provide full time childcare

inconsistent child care

I would have to stay home, I'm a single mother. I wouldn't have somewhere for my child to be during my work shift.

I work 730-430 4 days a week for an ophthalmologist in office

It is very difficult for both parents to work with no one else to watch our child but without us both working we don't bring in enough income. Without childcare during the day we wouldn't be able to work full time jobs to support our family.

I wouldn't be able to work until I found other means of childcare

I could not be productive at work with my child there. And I cannot be present for my child if I am doing my job.

I wouldn't have anyone that could watch my kids 5 days a week/9 hours. My husband and I cannot afford to drop to a single income household

I would have no child care available and therefore not able to go to work

I would not have child care for my child while I worked

I would not lose my job, however as a small business owner, it would cause a major hardship for me, being that I work primarily while my child is at school. I would have to figure out another solution in order to work my set hours, since my husband also works full time.

She would need to go to work with me.

I wouldn't have child care for my child and wouldn't be able to work.

We have no one to watch our kids, so them being in child care is the only reason we can work.

I would not be able to work because there's no other childcare available and affordable

I would not be able to work until I found another child care option.

I would not be able to work without childcare and we do not have family available to watch her everyday.

While I am self employed and have flexibility, I feel that the level of care I could provide while meeting client and team needs would not enrich my child's life socially and cognitively to the level that her childcare does.

With such extremely limited access to child care in the area, I would likely have to leave my job, at least temporarily to be able to care for my child. It took us over a year to get our current spot and I have heard that most other locations in the area have very long waitlists as well. We tried to look into options like an in house nanny, au pair, or a more non-traditional approach and this county simply does not support programs like that.

QUESTION 2 Continued

With that being said, we simply would not have a place to send our child and one of us would be forced to leave work.

If my child's school closed, I would need to work from home with my child, which would take me down to less than part-time and I wouldn't be able to fulfill most of my job responsibilities.

I have no one to rely on to help me with my child. I would have to quit work.

Would need to find new child care and have no other options for child care backup right now.

Not having child care would mean I wouldn't be able to work in my current job as I'm a single mom trying to provide for me and my two kids.

I have to either bring my child to work or stay with her

I would have to find alternate care before I could go to work

Would need full time child care and before and after school care, waiting lists for other facilities are long.

my work schedule is from 8 to 4; preschool hours for my son is 8:30 to 1:30 if it wasn't for the childcare program I cannot work. especially that I do have any family support or financial support. If I can't work I can't provide.

i would lose my job because i wouldn't be able to go to work.

Would no longer be able to work being my husband is in law enforcement & we do not have family available to help during the week days.

We would not have someone to care for our children as both sets of grandparents continue to work to come capacity.

We do not have alternative child care options. No family available or friends. Would be unable to work until we could find another placement.

There will be no one to watch the child and one of the parent has to stay home and financially will be reduce

I have no other means for childcare while maintaining a job.

I am a head start teacher at this current child care facility. My daughter also attends this school, so if this facility were to close, I would also have to find new child care for my daughter in order for me to find a new workplace.

Someone from our household would have to quit their job or go part-time to stay home. We rely on 2 full-time incomes to get by.

I dojt have much help with my children and my child not being able to stay after complicates things for me with being able to work.

My husband works long construction hours, with him being gone early morning and getting home late at night. I have no child care help at home when I have to work full time job. child care at Child development is our main option

My schedule is M-F 6 am-2 pm

If I dont have childcare. I won't be able to work since I don't have no one else to watch my child
no childcare

I would not be able to work at all with hours I have

I'd have to take time off of my job to seek a sitter that I may not be able to afford otherwise I'd not be able to work.

it would not allow me to work and it would affect my child not being able to learn and grow

no family to help and no one else i trust to care for my child

I am scheduled a certain time to work- being late would get me written up

I would not have childcare for my children. My family works full time and would not be able to watch my children. There are waitlists for other childcare centers that exceed a year. My job does not allow for children on site and itâ€™s impossible to work from home with children as well.

I would be unable to work in my current field

QUESTION 2 Continued

I am a single mother with no family around. The only parent I had is deceased. The friend I have works full time. I would have no one to rely on if the child care closed. Then I would not be able to work as I cannot work from home or take my child with me. I work in Healthcare.

We don't have relatives or friends close by to help or they are working as well. One of us would have to quit our job.

I would not be able to work

My husband or I would need to quit one of our jobs to stay home with the children, but then we would not be able to afford our mortgage.

I wouldn't be able to as I have an in person job and it's not the proper place for a 4 year old to be.

I do not have additional care 5 days a week and am only allowed to bring them in every once in a while. I would be required to stay home to take care of them otherwise and I do not have that much PTO since I only started my job 2.5 years ago.

I would have no one to care for my children while I teach. With no child care available I would not be able to work.

Both parents work full time and we do not have anyone else to watch our child during the day.

Wouldn't be able to have both parents working

I would lose my job

My child would have no where to go before or after school

I need to be at work before my child gets on the bus and after she gets off. Without child care, I would not be able to work my full time job.

Due to Grant's Autism, smaller based daycare is better for him. It causes less anxiety for him and larger facilities create behavioral issues for us

I would have no one to watch my child.

I would not have reliable child care

My parents and in laws are elderly and a lot of other childcare facilities in our area are full, so I would not have anyone to care for my 2.5 year old son since I work full time as a high school guidance counselor.

Both parents work full-time. We have two children in preschool. We would need to find a sitter or quit a job.

My husband and I work full time and would not have any family or friends who could provide childcare.

Babysitter for my kids

I work mornings

I work from home from during the hours my child is at school. I attend company meetings where I need a quiet area to listen as well as teach coworkers. I also record company videos which require a silent background.

I would not be able to work at all without child care

Yes and No. It would put a strain on me finding a different full time job but my current job it would not affect.

I would lose my job. I have no other options.

As teachers we rely on our daycare to provide care for our children while at work.

Would have to secure alternative childcare in order to attend work. The possibility to work remote does not exist for the position I hold.

Would have to quit my job, esprit the infant facility I use closed since I was on a waitlist since before I got pregnant at 3 locations.

QUESTION 2 Continued

I work M-F while I do have family it would greatly impact my hours and affect my schoages child's after school activities

I would not be able to as I wouldn't have anyone to watch my children so I could work.

We were forced into putting our child in daycare because my father got terminally sick resulting in my mother not being able to watch him anymore. If daycare closed we would have no one to watch our children for us to leave for work. It would result in the deficit of 1 whole annual income.

I would need to drop my working hours to less than full time in order to be able to get my child on and off the bus. I would also need to use my personal time for all unforeseen school closures and for all school closures. Childcare.

We would have absolutely no care for our children during the day and one of us would be forced to quit to take care of our children

I would need to find another option for care. Waitlists might make it difficult to enroll her right away.

My job, while primarily from home, does require me to travel at times during the day.

I couldn't find part time access to a daycare for a child under 1 within 30 minutes of me. My son just turned one now. I have one retired, elderly Grandma that helps the other days and until he was 1, but now I'm expecting a second and I'm not sure what to do.

We are dependent on my income and benefits.

It would keep me from being able to report to my office for work.

Wouldn't have stable childcare and would have to quit job

Would need ti licate new job to get daughter on & off bus safe Would not be able to work during off school months.

One parent would be able work full time and the other would likely be forced to work on weekends to make ends meet. This would leave little time spent together as a family.

My wife and I would be unable to both work if we had to watch our children during the day.

We would need to take lower paying jobs or become a single income household, which would hurt the local economy

We are self employed and own a business where we would not be able to bring a child to work with us. If we would not have childcare we would in turn have to close our business and in turn lose our income.

My husband works nights, he sleeps when children are in school. If they can't be in school or child care I would not be able to work.

It would be a hardship because one parent would have to work and provide child care at the same time. One or the other would suffer, if not both.

I would not be able to work. I have no other means of childcare.

It would impact my family as both parents need to work to support our financial needs. If childcare is not available one parent would need to not have a full time day job to provide support.

I am unable to perform my job satisfactorily without my children being at daycare. I would have to find a new job if we did not have care for them.

I would not be able to teach in the classroom, attend clinicals in the medical setting, I also would not be able to see patients in my practice. I would have to leave my job to be a stay at home parent as I have no other option available to watch my child. That would also in turn, hurt us financially as I would not have money coming in to pay for bills.

As a parent it is important for quality care for my child so I can go to work everyday

GOOD childcare options are lacking locally (and beyond) and waitlists are long. It would be EXTREMELY unlikely that childcare at other facilities would be available for even a fraction of the families that would be displaced. Most families need to have both parents/guardians working to be able to make ends meet. Staying home to care for my children just wouldn't be an option.

QUESTION 2 Continued

Yes, it would require myself or my husband to be a stay at home parent which would be not be financially possible

I simply would not be able to.

I am unable to work from home for my job. My spouse also has to work to provide for our family. My parents are still working. We are taking care of my mother in law and my special needs brother. We could not continue to pay our bills if I had to stay at home without daycare.

I had to wait a year for my child to get into day care, which put an extreme stress on me to work with my job to be able to continue working with limited child care. I don't know any parent (without family support available) that could work without child care.

Myself or my spouse would not be able to maintain other employment which would cause a hardship on our family. While we have flexibility in our jobs, we would not be able to maintain without care

I would have to miss work to provide care.

i would have to stay home

i am needed at my job

Id have to watch my own kids, cant work while watching 2 kids.

no one to watch child

i would not have any childcare

Either my husband or I would have to stay home to care for our son. We do not have any other option for child care at this time.

I work from home, and my husband has very demanding hours at his job.

Tending to a 4-year-old while also keeping up with the high demand of projects I work on as a sales executive would be very difficult

I would no longer be able to work

I am a teacher and work during the day. If I did not have childcare I would have no one to watch my child.

I would not have childcare as my husband and myself work full time. Both of our sets of parents are still employed (not retired) and do not live locally so we do not have any immediate family help either.

I wouldn't be able to go into work at all

My husband and I work alternate shifts in order to have someone with the kids when needed. My children in school allow me to work more hours without finding alternative childcare.

We have been adjusting our schedules at work around daycare days which they have been accommodating however I need to work which is 3 days a week and if they close I won't have child care

i would have to find care elsewhere

I wouldn't have anyone to take care of the girl

I wouldn't have anyone else to watch the kids during my work hours. The waitlist and their ages usually don't have openings at other facilities.

I would be unable to work completely.

QUESTION 3

1
2
2
2. Mine and my husband's.
2
1

QUESTION 3 Continued

1
At least 1
2
1
2
2
1
1. I would not be able to maintain my job, so my husband would be the sole income earner.
2
1
1
All
1 or 2
1, I would have to cut my hours/quit so my husband could maintain his job.
Just one
2
2 of 2
1
1
1
2
2
2. My husband is self employed so me leaving my job would mean that he would likely have to cut at least one employee from his staff to try and free up more funds for us. I also carry our health insurance so there would be large impacts to our healthcare.
1
1
1
1
1
1
Two
2
All
2
1 or possibly 2
1
2-Jan
2
1
Three jobs would be impacted due to no access to child care.
at least 1
2
2
Both my wife and I

QUESTION 3 Continued

1 maybe 2

1

1

2 in total during school hours. My boyfriend and mine.

2

1

1

1 full time job

1

1 as i am a single mother.

Definitely one

1

2

One.

2

2-Jan

1

2

2

2

1

2

1

1

1

None

Two

2

0

None really, we have family assistance for childcare also

2

2

N/A

1

1

1

1

0

1

1

0

One

1

2

1 as one parent would need to stay home with our two children

QUESTION 3 Continued

1
0
2, I would stay home and my husband would get a second job
None
2
2
1
1
1 for certain
2
Two.
At least one
1
At least one
5- my husband is a farmer who only makes \$27,000 a year and no benefits. It would impact entire farm and I would need to stay home.
1
1
1
2
One
1
1
2
2
One
1
At least 1 career
1
2
2
1
Both myself and my husband would be impacted by this situation. We would not be able to pay to live in our home with a single income as well as pay for our basic necessities with one income as well
2
1
2
two
1
2
My Job.
1
1
probably just mine.
1

QUESTION 3 Continued

2
1
One
2
1
3
1
1
1
1
2
1
1
Just my job
Mine - 1

QUESTION 6

18 Months
One year
1 year
Approximately 11 months
1 year
At least 9 months
over a year
Surprisingly not very long, about a month or two.
A few weeks
2 years, and that's even with being an in-house priority due to other children being in the program.
Im still on list for 2 years, somw daycares dont return your call, messages on fb, or place you on a list yet never hear anything. My children couldnt go to ccec in panther valley because we make too much. Daycare should be equal to all regardless if what your income is.
A year
9-12 months
The duration of my pregnancy
Maybe 4 months
6 months, I believe
Over a year
18 months
2 years
2 1/2 months
3 years
1 year
1+ years
1 year, 4 months

QUESTION 6 Continued

I was on the waiting list for Perception for over a year and on a waiting list for 2 other schools for approximatley 6 months each.

a few months

3 months

For my son 1 year for my daughter 10months

1 yr

5 months

Few months

Approx 1 year

3 months.

9 months

1 year

My child was able to attend our school districts pre-k program until there was a spot open for our facility which has made our lives alot easier.

few months

as soon as he started school he started child care

6 months

9 months

I put my son on the waitlist prior to being born so I could return to work when he was 6 months old.

About 2 years.

It was a few months

Over a year

First child- 9 months, second child- 12 months

1 year

Approximately 7 months - 2nd child is still on a waiting list from October - September (at the earliest)

A year

A couple months before our child was born.

4 months

1 year

Contacted daycare when I found out I was pregnant to get on a list.

Over a year at various places.

6 months

I answered No BUT I reached out to the center as soon as I found out I was pregnant because I know how full local daycare facilities are.

I put him on the waiting list at birth and he started at age 2.

2months

1 year

Two months

2 years

Since the day I found out I was pregnant and even before for my second child since I learned the lists are long with my first.

4 months

Over 6mo

2 years

For most places- almost a year

Almost three years for some daycares we applied to.

Over a year

QUESTION 6 Continued

Approximately one year

6 months

2 months

About 6 months

3 years

We were in waiting list to initially start daycare @ AA yrs ago. Lucky to get in quick because facility just opening.

9 months

3 months. Our prior care facility closed and retired. Thankfully adventure academy was able to fit us in. It was very stressful trying to find care

4 years

2 years. I am currently on a waitlist for second child since there is no infant carl

One of our children were able to have part time care until a full time spot was available for them.

3 months

Several months. Before relocating to the area, you had to add your child to a waitlist IMMEDIATELY after learning we were expecting. Infant care seems next to impossible to secure.

A few months

3 months

1.5 years (we were at another daycare, but we were not happy with the way that it was being run.)

The day care did not provide care until 1 year, so I waited 13 months.

1 Year

A few months.

1 year.

2 years

Several months

1 week

1 year

Do not remember- COVID extended the time frame because I was off of work and the center was shut down for a period of time.

Min of about 4-6 months.

2.5yrs

One month

20 months with Logan, 9 months with Bodhi

QUESTION 8

She's always returned happy and unharmed

Early learning programs; MASSIVE difference in her development versus a daycare setting

I have peace of mind knowing my children are safe, protected, and well-cared for.

100% Education and the hands on education.

The curriculum

Their experience in the field.

They are learning to work with friends and adults

How advanced the program is

quality of education

Their passion to work with the children and really getting to know each and every child.

QUESTION 8 Continued

The teachers

The education my child is receiving

I trust the workers that take care of him

Teacher and staff dedication, curriculum, quality education

They treat the children like their own, we are one big happy family

How much they care

100% trust that she is safe and cared for

The help my child learn and grow educationally

The wonderful teachers and Montessori philosophy

Montessori teaching method, non-denomination facility

It's clean and safe

The knowledge and education level of the staff.

The safety and never ending learning.

She learns so much and the teachers really care about her and her education

The style of teaching and their extra love and care for your child.

The way and what they teach

The learning opportunities available to her

Approach to child led learning, gentle structure, nurturing environment outside of the home, approach to socialization

I feel my child is safe and that those leading the program are very educated and compassionate about the work that they do. I also place so much value on a Montessori education because it is far superior than the traditional models of teaching. My child is so much more advanced than her peers through her education.

The quality of the teachers

My child is safe, my child is cared for, my child is receiving an early childhood education.

Safe healthy and nurturing environment

Seeing how the child care develops my children into bright little humans.

They provide healthy meals for the kids. Its so nice not to pack a lunch. You never know what they'll eat from day to day at times. He is in PreK. I think seeing other kids eat makes him try new things and eat more. He sees a specialist because he's underweight for his age. He has gained 2lbs since he started school in Sept. That's the most he's gained in shortest period of time since he was born. He will be 4 in Feb.

Development

They provide learning and fun

Education and safety

my mind stays at ease knowing my child is safe, monitored and surrounded by staff who care

how transparent they are with you!

Curriculum, cleanliness, compassion

Cognitive, physical, emotional and social learning, as well as functional skills

Safety and child education

Education

A steady routine for my child with regular meals and snacks, a variety of activities, and an outdoor play area.

I have seen such improvement in each individual child since the beginning of the school year.

our child's preschool is also our child care provider. not only am I sure she is in a safe environment but I know she will not have to miss any class time.

The great teachers that are there to provide the care. My child loves all the teachers that care for her and they treat her as if she was there own.

My kids receive the best quality care and education from their wonderful teachers and staff

QUESTION 8 Continued

She loves her teachers and gains knowledge.

the amazing staff. they care about the children.

his teachers are caring and nurturing

How accommodating it is with help while working

They were able to get her in quickly able to provide supervision that I am unable to provide or afford during my work hours and social skills to my daughter that I am unable to provide per the diverse atmosphere in our community and she will encounter during her early elementary years of her education.

i value that they are a positive behavior enriched program and care for the needs of my child and myself

the quality and the staff

the care for every child. Learning new things.

Their operating hours as it aligns with my job, the nutrition and meals provided, the activities and learning experience.

The quality of education and care my students receive

The are compassionate, well structured, always there when in need. They make you feel like family.

Compassion and reliability

Caring staff

Caring, kind staff

Their flexibility. The ability to drop our son off early if I am required to be at work earlier.

The education my daughter receives, as well as the access to learning social skills.

The teachers truly care about each of the children and make it fun and exciting for my child to go to "school" every day. I never worry about him getting bored or being mistreated.

The loving teachers.

The safe accepted learning environment and loving teachers.

The teachers truly care about your child. They take care of them as if they were their own and we feel very comfortable knowing he is in good hands. They go above and beyond to help the children be successful.

They love my kids like they are their own.

Small class sizes and open communication with staff

Itâ€™s like family

Family

The true care my provider gives my child and all the children there.

Her attention to the kids needs. Her communication with the parents.

Pre K education

The staff and the care they provide

The educators truly care. The facility has great communication.

The staff is the most important part of my childs program

Preschool education, hours, meals, and chapel

They truly care about my children. They love them.

They provide nutritious meals, education on self-care, chapel services weekly, and they work on early academic skills. They are kind and nurturing!

The teachers

She's getting the best education

Interaction with others

They not only educate her in school related subjects, but also work on social/emotional skills.

My son comes home so happy.

Professionals in place to help my child to gain skills in a class setting and in general

QUESTION 8 Continued

educational and social-emotional learning experiences

teachers are available for any questions I may have

Safe

My child's safety

The education they are receiving and the relationships they have with their teachers.

That they care for our children and they have learned so much in the programs.

Teacher/caregiver compassion and understanding of my child's personality

All of the teachers are very professional & so caring! They are all very personable and have amazing relationships with all of the students!

Quality staff, affordability and convenience of hours.

Everything they do a wonderful job with the children

Currently the location and hours of operation

Teachers have a huge impact on my child's learning. But dislike the tuition pay increase.

The educational benefits my daughters are receiving is beyond my imagination. As a teacher, I know just how CRUCIAL early childhood education is.

Socialization for my child. He doesn't have siblings or cousins his age. He's primarily been around adults until he got into pre school after long wait lists.

That we can leave our child there to make money using two salaries because no one can make it on one salary anymore.

The connections my child makes with having consistent caring caregivers and having great experiences and learning with her peers.

Weekly themes for learning.

Safety, loving and structured learning environment

The caring, loving, professional atmosphere that is provided day by day. It's not easy to find care where your child is loved, taken care and protected like their own.

The teachers and staff provide excellent care. You can tell they really cherish and enjoy the children.

Regular updates, structure, kindness and love from staff

The employees

Safe environment conducive to learning and fun with educators who truly care about my child

The teachers.

Clean, safe, stable staff. Affordable tuition. Flexibility with scheduling and can maintain spot as long as pay to keep it. Summer care!

Educational aspect, learning material and activities, relationships and communication with staff, proximity to work and home, flexibility to do 3 days/wk

Safety, learning

Social development and social skills. Structure being provided, getting our child ready for kindergarten

Early drop off time and late pick up time plus the amount of education he receives.

The attention my daughter receives. They are on top on her at all times.

That our child is getting the attention he deserves while we are busy at work.

A mix of education and social play

Our childcare facility is small enough that the teachers and staff are almost likely extended family. There is enough one on one opportunities to work together for all aspects of educational development. The children enjoy their teachers and get to be together in a close knit class. We love it as do the children.

Proximity to home, quality of education, and safety provided by staff and environment.

QUESTION 8 Continued

The variety of education, the teachers enthusiasm when they see our child, the great relationship our child has with all the teachers of the daycare facility, and the lack of cell phone usage among staff as an interruption.

The feel like home atmosphere and the loving staff

Children are our future. Investing in Early Education is investing in our most valuable asset as a community. The program we were seeking wasn't just about finding someone to look after our children while we worked, but was also about finding a program where the development of their educational foundation was laid. Additionally, the children are loved, kept safe, and have fun all at the same time.

The compassionate and hard working individuals who take care of our child

Each associate seems to genuinely care about the kids. They aren't there to collect a pay check. They are there because they love children.

Curriculum

I don't know where to start. I am so very happy with the care that my child receives. The teachers are confident and competent. They make him feel comfortable. He has been thriving in this care and environment and we, as parents, couldn't be happier. Additionally, he is learning and retaining so very much. He is getting outside to play which we knew he needed. I am thrilled with the programs, approach and care that Adventure Academy provides.

The caring staff, the hours for the day care and communication they provide.

The care that is given to the children as well as developmentally appropriate skills that are worked on
Miss Stephanie and Miss Rachel are wonderful teachers. Also, the other staff do an all-around great job.

I trust that they do a good job and that my child is safe. Very professional.

child is learning alot

they care about my child

Good staff at times, but high turnover rate lately has become problematic.

scheduled routine

she loves to go to school every day

I value Adventure Academy's dedication and unwavering commitment to its children, families, and community.

Everything . They are caring people, always open. Willing to change pick up and drop off times. I love my daycare center . My daughter has been there since she was 16 months.

That he's not only receiving care, but a very well-rounded preschool education.

Welcoming atmosphere, individualized care

I value that it is a safe and reliable daycare along with staff who genuinely care for my child.

The educational experience and curriculum that they provide to prepare them for Kindergarten.

Their readiness at each level up and including for Kindergarten.

My daughter is really improving with education and manners. Also interaction with other kids

They get interaction with their peers while learning and playing. The teachers keep us very informed about their progress and often share tips we can use at home. They make it a very welcoming environment for the children and parents.

My child thrives on repetition and they provide this. It also makes me feel at ease knowing she is safe while I'm at work

happiness and being comfortable

It is very hard good help for me that my daughter is in your center she is in very good professional hands

A safe environment for them to learn, play, and socialize with other kids.

The caring staff treat my child as family.

QUESTION 10

Two of my three children received EI; for my middle son his developmental delays were significant. EI has completely changed the trajectory of my son's life, I do not know where we would be without them, they were miracles in our lives, what they have done for my son is immeasurable in terms of a quality life that he will have because of their services.
Social skills, mental and physical skills, and in our particular program, hands on life skills for everyday tasks.
He worked with SAM until he turned 3, he still works with pathways, and we also receive services with Child and Family Support Services weekly.
Both children have high lead levels. I would say communication btwn County Assistance and the EI should be better. Very frustrating talking around in circles to get MA. the in home care is very important, don't allow for virtual assessments when you look at a child for 30 mins. So much is missed.
Able to access PT
My child receives speech services. She has improved significantly since starting services and school.
Services are provided right at my child's provider to assist with speech and development.
N/a
My son has had early intervention services in order to learn to voice his emotions (speech) control his behaviors (behavioral) and transfer his negative actions to a positive (occupational). Without the services he would be aggressive and have increased frustration due to the inability to voice his needs effectively.
Social interaction , love
my daughter was able to attend a programs and work on her speech. both of my kids are always so happy because they make new friends, they love their teachers. they are always learning something new.
Meeting all developmental milestones
Speech language therapy
It helps the child learning and get education at an early age
speech is improving
This is my child's second year and he also receives therapy with IU
My son has worked on so many aspects of his life that I would not be able to provide for him (socialization, patience, taking turns, etc.) as well as the things we weren't able to work on with him at home.
Socialization, targeted developmental milestone activities.
My child has developed social-emotional skills, fine and gross motor, and exposure to early academic skills. He is loved at JCCC!
I am waiting to hear back from them.
Memorization & Speech
My child is autistic and needs to develop better social skills, cognitive thinking, and development
Learned alot
Learning in school environment so itâ€™ll be an easier transition to kindergarten
My child did not get much social interaction before with other kids and now she does.
My son meets with a speech therapist.
This school has taught my daughter SO much in the short 6 months that she has been attending. They are really preparing her for kindergarten.
He gets to interact with other kids his age in preparation for traditional school.
Struggled to find resources originally. Able to get child enrolled in weekly behavior therapy
She has learned soo much. She now counts to 10 sings songs and became much more social.
Our child has been given the added attention he needs in a setting outside of the home.
helps with speech
my child has autism so it helps alot
When my daughter was younger they tested her for me and got me in touch with a special teacher to help her learn

QUESTION 10 Continued

We have had early intervention in the past, it made a significant difference in my child's development. It helped me be aware of products that helped my daughter walk and gave me very valuable instruction on how to incorporate physical therapy and speech therapy into our every day life.

My daughter is autistic and receives services through the CLIU. She has grown so much over the last year in her speech development and social interactions.

He has learned a lot about the English language and how to express himself

My son receives speech therapy.

QUESTION 11

Help

Its not a daycare. Its a school and she is learning well above where she should be at this stage.

I wanted to create structure, reasonable learning expectations, socialization, school-age appropriate direction, foundations of basic living skills; and most importantly, surround my children with other children whose parents valued these same things of morals, values, kindness, and understanding in raising their children.

I believe Montessori methods are a huge key in education and learning everyday lifeskills/ hands on learning is more valuable than textbook.

I agree with the values of the program

Quality of education and care

The sooner the better to start school

Local and highly recommended

quality of childcare

They are the BEST!

The experience of the teachers

The education provided at her program and the ability for both parents to work full time

The only place that was available

Teacher and staff dedication, curriculum, quality education, personal alignment with the ideals of Montessori education

I left healthcare and my careers to change industries for my children to have a better daycare atmosphere. They were previously in a center with head lice and all sorts of issues.

Our director has a great vision

Excellent attention to details and high quality care

Their program is very beneficial for my child

The philosophy

I really value the Montessori method of learning and feel it is the most beneficial option for my child. The school was also highly recommended to me by someone in the community who I respect.

Word of mouth and wonderful school

This school has the highest level of educational resources in our area.

Because we knew the director and fell in love with the Montessori way.

This school teaches my child to be independent and work at her own pace . They have hands on learning and teach her emotional and social skills .

We like the Montessori approach to learning.

Heard great things and we wanted a head start on education

It's the best daycare around and they teach her, instead of putting her in front of screens, etc

I felt I wasn't meeting my child's needs socially and cognitively with my work schedule

QUESTION 11 Continued

As mentioned above, we place a very strong emphasis on Montessori education as we feel this is a much superior form of education and want our child to learn the importance on being one with nature and the world. We greatly appreciate no phones/tvs/screens of any kind in any classrooms. Also greatly appreciate the owners education and the amount of training her staff goes through. We feel she is safe and well taken care of.

My older children (now ages 13 and 15) both attended Perception Training Center and I love the school and the education they provide. I have confidence in Michelle Dellago (the Director) that she runs a wonderful school and only employs caring and qualified teachers.

We are eligible for PA PreK Counts and the provider can provide wrap-around child care. The cost of care is also reduced because of PreK Counts.

Previously had child here

I did a lot of research when looking at Perception and have nothing but good things to say about the program, the staff, and what the school stands for. This program gives my children the foundation to be successful on an intellectual level. I cried when I found out my children were in the program.

He had early intervention for speech from Dec 2021-May2021. I was talking to his speech therapist during a session about how concerned I was that there aren't many quality childcare centers or preschools in the area. He really loves to play and learns through play and I was hoping to find a Montessori school. She told me about his school because she had visited there before.

Get a right care, give both parents and kid a break

I needed daycare so I could work

Education, care and safety is prioritized.

because they have amazing teachers, and people who actually care about the kids and families in general

I've always heard everything but great things about this program, and their was no waiting list.

Good reputation, teaching independence & other skills to be most successful

Our children are taken care of physically and emotionally. They are engaging with their peers, and learning functional life skills.

Need for child care, need for pre-k experience, excellent reputation for child care services

It helps the child learn at an early age and parents can go to work.

It offers a steady routine for my child with regular meals and snacks, a variety of activities, and an outdoor play area.

I am a teacher in this program. My child was previously at a different location and it was very inconvenient for our schedules. Now that she is here in the same facility as I am, she has grown so much as a person herself.

quality program that provides a learning environment to prepare her for kindergarten as well as provides before and after class care so mom and dad can continue to work full-time.

So she would get a head start on her learning and be prepared for kindergarten.

Our oldest son, Niece and nephew went to child development. they all learned so much while attending.

It was the best choice for pre-k education.

he needs to be in school plus my oldest son went to Child development and his teacher was amazing.

Brother also attended same program

His brother attended 2 years and had a great outcome and was ready for kindergarten

She is a bright child and likes to learn. This also helps make it available for me to work and provide for her.

because of the quality

the quality and the staff

Hours and learning + education

Good ratings, cost, and operating hours.

QUESTION 11 Continued

After touring many facilities and programs, our current program is the only one I trusted with their care and education. They have a high standard for teachers and caregivers along with clear plans to prepare students for kindergarten

They are rated very well. They also were convenient to my needs of travel and school pick up.

Work schedules don't allow us to get our child on and off the bus. We utilize our daycare for before and after school care.

I needed childcare during work hours and it's close to my home

Great reputation, close to home

They have a wonderful education structure and came highly recommended

I previously worked at Doodlebug and know the high standards that Holli sets for her staff. I trust my daughter is provided with a high quality education in a safe and protected environment.

I have a few friends that send their kids to the facility and have heard nothing but great reviews!

Recommendations from coworkers and proximity to my work

They provide the absolute best care for my children. The program is educational, safe, and fun. My children have thrived emotionally, socially, and academically because of the Doodlebug and the staff.

The daycare offered infant care and had a very high reputation so we knew we wanted him to attend the Doodle Bug.

Both of our children have gone to the Doodlebug and we just love it there. The staff takes excellent care of their kids and loves them like their own. Going through preschool prepared my children for elementary school.

Good reviews from other parents attending

Great recommendations

My Mother's Daycare

I heard nothing but wonderful things about my provider.

Smaller amount if kids.

Good reputation

Word of mouth of how great it was.

Family friends have recommended this program to us.

my older children had a wonderful experience there

Good reviews from other parents, need for preschool education

We love Jerusalem Child Care Center. The staff is incredible. The breakfast, lunch, and snack provided are very convenient for us.

Through my own work, I have been able to observe this childcare facility, and I believe it is one of the best in the county.

she needs a little extra help with speech

Because it was close to home and more of the environment she needed

He needed to get out with other kids. Head start for school.

I felt she needed the social interaction, as well as I needed the childcare hours to maintain my job.

I feel that this is a great program where it teaches him indecency to prepare him for kindergarten as well as the learning aspects he's getting.

Reference from early intervention

Good reviews

educational and social-emotional learning experiences; cleanliness of facility

to learn

Socialization

QUESTION 11 Continued

Our daughter turned 3 and did not have much interaction. We also wanted her to get the feel of what kindergarten would be like.

One of the best facilities in the area, their reputation is outstanding.

They had available options for care when our oldest child was in need of care.

Location, intuitive feelings of trust and connection with staff before enrollment

The school has a very good reputation & the owner & all of the teachers are amazing!

Location, quality staff and availability of space.

I really loved the staff and the care he would receive

Great reviews from other parents, hours of operation

I find it to be a great place for my child to learn and be taking care of.

The academics and staff came highly

Recommended.

To get ready for kindergarten in a structured setting, and to meet and interact with kids his age and not adults all the time.

Close to home

Convenient location to my home and work, along with excellent reputation for consistent quality care.

Location. Quality.

Safe learning environment and hours suitable to allow both parents to work

Needed care while both parents are at work.

Location, reputation and accessibility

Location, days of week, price

Quality care

Positive experiences since he began attending the school in early 2021

There is nothing else locally. Plus it is quality care. There are very few daycares.

Have loved & felt safe & comfortable with staff, programming prepared daughter for kindergarten, and appreciated the transparency of AA since we started. Appreciate summer program option.

We chose this program because of its focus on education and learning opportunities for our son. It is very apparent the amount of thought, time, and work that is put in to ensure the high quality care he receives.

Safe location with good curriculum

Nice facility, staff has teaching backgrounds

It was the only one around who had openings as they just opened.

They offered not only child care but pre k services.

We chose to enroll our child in the program to acclimate him to the social and structured setting he will encounter when he starts preschool.

Social skills and learning

The education curriculum offered is fantastic! There is an actual lesson plan for all levels of care and not just a babysitting business. The items taught and the time the teachers put in to making learning fun is amazing!

My kids are enrolled because they benefit from the structure and socialization provided to them by the staff and environment at Adventure Academy.

Location, the positive treatment our first child received in this daycare, and the teachers dedication to making the daycare "come alive" with each week's theme, and the relationships the children and teachers have.

The owner cared for my son at a previous center before she opened her own. She is professional, knowledgeable, caring, fair, kind, compassionate and above all loving

I toured several other facilities (locally and not so local). The caring atmosphere, the positive energy, the passion, and the curriculum are all things that drew me to the program. You get a sense of the content of the program, or lack thereof in some cases just by visiting for a short period of time—you can feel it when it's a right fit or not.

QUESTION 11 Continued

My husband and I had spoke to other individuals who had spoken highly of the company

It was all that was available after our previous program closed during pandemic. It was however, a blessing in disguise.

Socialization

We needed a program that was more rigorous and more caring than the environment that he was in at his old care facility. It is also closer to home which is a huge perk!

My neice works at the day care and I know the staff are caring and professional. I can trust them with my child.

The center we were at previously did not have good curriculum. It was a free for all with no structure to nurture the development of our son. This center is the exact opposite and we are thankful we were able to get him in

So her development is the best it can be.

For your dedication, patience and love for children. The place is always impeccably clean.

program teacher goes above and beyond

it is going to help him in kindergarten

AA used to be an amazing program pre-covid, amazing staff, was relatively affordable.

older siblings attended its a great program

i love cdi its a great program

My older son went through Adventure Academy's preschool program. We were continually impressed with the quality of care and education he received. We decided to put our younger son on the waiting list before he was even born!

Heard great things

As an infant, I had him in another facility. That quickly turned into a nightmare. The people working there were borderline physically abusing children, which I witnessed with my own two eyes. After I pulled him from there, I started researching the place more and found a lot of disturbing information from other parents and from the state's own website in reports of their surprise visits. We got lucky and found private care for him until he turned one, and at that point started looking for recommendations for a good toddler program. Adventure academy came highly recommended, and I believe that was the only wait list we put ourselves on.

Had a good reputation, very clean facility, welcoming staff, provides breakfast and snacks, thorough mission statement and curriculum descriptions

The daycare is a reputable daycare along with a great education and curriculum. The staff know their students and is there for their best interest.

Friendly staff, clean and organized space, price was affordable.

Socialization and Readiness for Kindergarten

Because of my work schedule but also to benefit her

I wanted them to have a good preschool setting before they get into kindergarten. With my daughter being autistic I knew it would be helpful to get her into a school setting as soon as possible.

We needed child care and we loved the curriculum they use

he really has benefitted from the program

That relates to more children berry with a higher level of preparation for school next year

So they can develop social skills, daily routine, educational development, life skills in a safe space while my husband and I work.

Location, great staff

QUESTION 14

I am unaware of the wages or benefits offered to our facilities staff.

The prices in childcare have risen exponentially, although wages are not being reciprocated and remain the same, inflation was at stagnation rates and is not quite as high as it was, but high inflation has remained steady, gas prices are increased which makes it problematic to drive a distance for quality childcare as we do. We drive a half an hour to childcare each day, then I drive another 1.5 hours to commute to work everyday, and it adds up. Also, our grocery bills increased \$150.00 per week. We have to work more to meet these financial demands, and we need childcare in order to work, and financially we break even, there are times it would make sense for one of us to quit our job and stay at home.

"Teachers" should be paid appropriately in retrospect with their level of degree and skill for early learning.

Without reasonable wages and benefits for the people that care for our children staff will look for better opportunities (possibly outside the field) causing staff shortages leading to closures.

They deserve to be compensated fairly for the amount of time and effort they put into their work.

There isn't much reward to continue a challenging job, when there are many equal or higher wage jobs available with possible better benefits. Also keeps the staff young, most adults as they get older value benefits as much as wages

I want the people taking care of my child to be taken care of, the better they are taken care of the better they are likely to take care of the children and to continue working and keep the facility open for my children and the rest of the students

If child care facilities cannot attract and retain quality teachers and staff, at worst they will be forced to close, and at best they will have to cut down on the services they can offer families.

Yes because without them we wouldn't be able to continue to work.

It is hard and important work

I completely understand why it is hard to keep QUALITY staff with low wages. They deserve the world for the life changing work they do.

Do not qualify for any assistance with paying for child care

The child care staff has a vital job not only to nurture, teach, and enhance our child's mind, but also they are responsible for the health and wellbeing of my child, when she is not with me. The amount of responsibility these workers have should be adequately reflected in their wages and benefits.

The childcare center is always looking for staff, it's rigorous for her to find adequate staff who are trusted and willing to work.

Childcare workers deserve higher pay for taking care of and teaching children .

The level of care we receive at our child care program feels like an invaluable service. We feel that the quality of staff is excellent, however, it is concerning knowing other, more attractive options may be competing to support their families.

I think many times it is assumed that staff are simply young people looking for a summer job when these are in fact what I would consider to be teachers. They often have quite a bit of education. Simply put, they are ensuring that the most important humans in our lives are loved, cared for, and grow. They deserve to not have to stress about how they will care for their own children, how they will pay medical bills, how they will just make ends meet. I feel the low pay and benefits is making it hard to get these highly-qualified individuals to stay in this space. It is hard work that should be compensated for.

Quality childcare is incredibly important. We saw that during the pandemic when the day cares closed, and women left the workforce to care for their children at home - this significantly impacted so many industries. Seeing how important childcare is to the economy in general, I don't feel the teachers are compensated adequately for the vital role they play in our society. If women don't have reliable childcare options, they cannot work. This then has a domino effect on those companies where they vacate their roles.

These are the most important years and my child's teachers should be paid the same if not more than school district staff. If more staff leave, children will lose out, during this critical time in their development and parents will have to quit their jobs. What's so difficult for our elected officials to understand?

QUESTION 14 Continued

My son gets a scholarship for his program. It would be difficult for us to pay tuition. Recently the center was in need of substitutes and floating teachers. If she couldn't find them and not have enough adult to child ratio there is a chance that not all of the children could keep going. My son absolutely loves school and he'd be heartbroken. He is learning so much and it would be such a set back for him developmentally also.

I am worried the workers will leave

Great or long term staff are leaving and questionable staff are employed

they are qualified people who care for the kids; they should be offered more.

Turnover is extremely high and teachers are constantly looking elsewhere to find an income/insurance that is sustainable for their own families

Turnover seems to occur when staff leave seeking enhanced benefits and pay at positions within the school district. Resources in education is already severely lacking in this country and it seems like Early Childhood Education gets the shortest end of the stick - the least funding and the least amount of government support and resources. This is shameful considering how important caring for our youngest of children is.

N/A

most of the staff relies on 2 incomes to sustain their own families. a lot of them are forced to work 2 or more jobs to get by, which has a negative impact on their own families. it is not fair to them to miss time with their own children just to pay bills.

They deserve better pay for all that they do. They teach our children, care for them and they make it possible for you to be able to work.

the teachers and staff deserve to be compensated better for their wonderful job they are doing with helping our kids learn and grow.

i do not want to see staff leave for other jobs because of wages

This question confuses me due to I have no known info on their wages or their benefits also the salary for an employee and care for a child should not have any relativity to one another.

good staff should be paid comparable wages

There is a lot of turnover which is frustrating as a parent. My children get attached to these workers.

Our program provides quality care and education to the children and work long hours. They are our children's home away from home. Their tasks are not limited to education OR care and require them to wear many hats throughout the day

It's hard to keep quality people long term at the wages offered as with any job.

Employees in childcare should be making much more

The staff providing care to our most vulnerable and inquisitive population should be able to make a living wage doing so.

The higher they are paid the better care my child will be able to receive.

Staff members should be paid adequately for their job.

I feel the workers are very underpaid and cannot make a living off of their salaries. Good, caring Teachers have left to seek higher paying jobs.

Every study shows that the early years in a child's development are crucial throughout their life. Our children mean the world to us and the care provided to keep them safe and aid their development is essential. The wages and benefits for child care staff should reflect the important job each worker provides.

My child has been through multiple teacher changes this year with staff not staying and leaving the daycare for other jobs.

They deserve to be paid so much more for all they do helping to raise our children who are the future.

Cost of living increases. Taking care of children properly is also physically/cognitively strenuous and should be compensated adequately.

They need to be rightly compensated

They deserve to be compensated for their skills.

They do such an incredible job, and their skills are invaluable. They should be paid as such.

QUESTION 14 Continued

The amount of work that any staff member puts in to this school they are not compensated enough for what they put in. The staff shows they love and care for each student as if they were their own. They put countless hours in to prepping these children to be ready for kindergarten.

I know they deserve to be paid so much more for what they do. Childcare programs are finding it challenging to staff due to the low wages.

The teachers that work there do amazing things with the children and deserve more.

Not near enough

I worry about the frequent changes and staff and quality of staff due to low wages offered

I would hope that a teacher who loves the students wouldn't need to struggle to make ends meet so they can continue to be present for the kids and not interrupt their routine with constant switch over.

Our children have had multiple teachers throughout their school years due to staff leaving which causes anxiety of changing teachers.

While we are very happy with all the staff in our child's center, there does appear to be a high staff turnover rate. Improved wages and benefits may assist with staff retention.

The staff are asked to do so much for such little pay. They enable families to be involved as contributing members of their communities.

You entrust these adults with your children to properly take care of them when a parent has to work....they should be compensated as such.

If you can't pay your employees enough to stay then the amount of care the center can provide decreases.

Over our time at the center, we have said good byes to multiple excellent providers due their personal need for higher income.

Lack of benefits and wages means less staff. They already don't have enough staff for an infant room. Also to retain staff may mean higher cost for families. Two working parents with respectable careers are just making ends meet to pay for two children in daycare.

In order to attract quality employees, any business needs to provide competitive wages and benefits. Without it, good employees are likely to leave the job when something better comes up.

They closed the nursery program for children under 1.

Childcare workers are not paid adequately for the work they perform. In every child care facility we've used there has been a large turn over rate. The previous daycare we used did not maintain the same staff from year to year. I would estimate staff typically last around 1 year or less in our prior childcare facility.

The staff has one of the most important jobs of any profession and should be compensated as such.

I'm sure there is no insurance plan for the employees and the wages can't be very much

We feel it is essential for a child his age to have familiarity with teachers to allow for a positive learning environment. The quality of care and experience of teachers is also essential for maximizing learning outcomes.

We worry about turnover of staff due to their low wages/lack of benefits they may receive and the negative effect it may have on quality care for our child/children. We also worry about long-term stability of daycare centers in our area for our child and any future children if centers are forced to close due to staffing issues.

Good pay and benefits can keep the best teachers/caregivers employed.

In our area most folks find higher wages in distribution centers. Ideally subsidizing from the state or federal government would help keep costs low for parents and provide a living wage for the staff

We understand from a business side that centers aren't able to pay staff more otherwise they would have to charge more to the parents. With that said we understand that the staff at the centers do not make much more than minimum wage and would like to see pay increase but most parents (like ourselves) are unable to pay more per day than they already do and our center is currently one of the highest costing ones in the area.

My daughter's teachers are amazing. If the daycare/school were to close or their teachers leave due to these issues it would be a real shame.

With inflation as high as it is everyone is constantly forced with decisions that they would otherwise not be faced with like staying open or having to shut down.

QUESTION 14 Continued

I feel all Childcare workers should be paid higher than minimum wage and have benefits provided. It should be funded by the state.

The teachers and staff devote their lives to early education and our children which is the most precious and valuable people in parents lives. It takes special people to work and enjoy this career. They should all be compensated for the education they've completed and the dedication for each child they care for each and every day.

Caring for people's children and providing them with quality education and services is no less important than any other education job. They should be offered the same financial opportunities as any other educator.

These teachers are supervising numerous children. I often say "I could never do what you do," they keep excellent control over the children. They have eyes in back of their heads, and eyes all over. There is never downtime for these teachers. Even on their off days, they are planning, decorating for their next event, and to see the excitement on the children's faces when they enter. They pay for most of the decorations out of their own money. They provide numerous activities for the children and for parents to be involved. So as a parent, when I see all that they do for the children of the daycare center, then hear that they have an ailment, however, lack of insurance to cover it or replace a medical device. This breaks my heart. They put so much before their selves, and the medical care they may need, just for the children. For all the time, effort, and energy they put out for our children to smile, I strongly feel that they deserve an increase in wages and health benefits. These teachers are a second family to our children.

I believe that child care workers should be held at the highest standard because they care for parents priceless children and jeep them safe everyday along with preparing them for school. Besides dr and nurses mist jobs don't deal with keeping little ones safe and alive everyday. It's hard to leave your child with someone everyday that you trust with their lives.

They could make more money at the local gas station. Imagine if they all chose that route! Many of the teachers love the children as their own. You see it in every interaction you witness. It is also very to easy to spot someone that is passionate about early education and the impact they make vs. someone just there to collect a small pay check" just because it may not fully be about the money for some, doesn't mean they shouldn't be adequately compensated for the work they do. The work they do is not easy! Additionally, those that have continued their education to obtain degrees should be able to be compensated on the same level as someone entering an elementary setting.

My husband and I both agree that the wages and lack of benefits is concerning for the staff. We are concerned that staff could leave at any moment based on this to pursue a job that has higher pay to be able to live comfortably

They help raise our children, should have good benifits and good wages

I think the work they do is invaluable. If there was a way for the state to help them earn a better wage, it should be done. Parents can only pay so much before care cost exceed income, but if the state could do something to provide funds to help these extremely important and qualified caregivers and teachers, it would help a lot.

We as parents trust for these employees to basically help raise our children-is that not worth more money to pay them for the care they provide? This creates a huge problem for retention in this line of work and the ability to find qualified, professional staff.

child care is so important as a person who works with Benefits on the daily, the cost to be able to offer those benefits is astronomical and not easily attainable by family owned centers. The wages are often low at centers. This needs to be addressed as people no longer seek daycare jobs because it's not affordable to live off of

The teachers are underpaid and should receive state assistance.

For the hours those teachers work, they should be making a comparable wage (not near minimum wage) when their schedule at the daycare demands flexibility and professionalism. They should be paid as such.

I feel the child care staff is underpaid for the amount of work they do. They go ABOVE and BEYOND to take care of children and should be compensated respectively for that.

I think educators as a whole in this state are paid far less than they deserve. I recently looked up the starting wage for a teacher in all of the school districts around here, and was astonished that most make less than half of what I do in my profession-- when their jobs are much more stressful and much more important. Knowing what workers in daycare facilities are paid, and knowing that I myself could never keep up with a room full of small children the way they do, I certainly feel that they deserve much more.

QUESTION 14 Continued

At our previous day care multiple teachers and facility staff we really appreciated left their positions (some after decades) for employment opportunities that would better assist them in retirement. Also, keeping hard working, dedicated, educated and conscientious staff in any realm (especially that which requires the care of a child) requires wages that reflect the training required for the job and the difficulty of the position.

Unfortunately more and more teachers and staff are leaving the daycare because of their wages.

With the low wages that childcare employees receive, I have seen that the turnover in childcare facilities is high. Young children rely on consistency and when there are new teachers in and out of classrooms on a daily basis, children can not form relationships with those teachers and the teachers can not form relationships with students and are not able to properly assess their strengths and weaknesses.

They deserve a higher wage. It's hard to keep good staff without it

It's important that the staff compensated adequately. They have a hard job taking care of all of these kids before during and after school hours and deserve it.

Staff members are leaving and finding other jobs due to the low wages and benefits. It's already difficult leaving your child in someone else's hands, kids create a special bond with the staff and they become family. When staff leave due to low wages and benefits it not only effects the program but also the overall wellbeing of the students. The emotional bond between the students and staff is torn which then leads to them not wanting to go to school or crying because their teacher isn't there anymore. Kids don't understand and they feel abandoned because they left them. It ends up into a domino effect.

its unfortunate how low paid the teachers are

If the employer do not receive enough salary they will not be able to help in the education center, due to force majeure they would have to resign and look for other jobs and the children wanted without the necessary care and without adequate education.

Child care under school age is hard. There are so many variations between each child at that time and being able to foster the mental, social and physical growth to prepare them for school is hard.

I worry that staff will leave for better paying jobs or jobs with more benefits.

QUESTION 15

Not sure

This would require subsidy from the legislature and considerable oversight.

Increase wages, federal school loan tuition for teachers, grants for middle class families who do not qualify for low income monetary benefits. We are middle class by socioeconomic standards, although, we are carefully living within our means, not taking vacations, and budgeting ourselves with childcare the primary and most financially draining expense. We feel like we work just to pay for childcare, and it's frustrating.

"Teachers" should be paid appropriately in retrospect with their level of degree and "skill" for each educational level. I don't think a teacher with no qualifications should be paid the same amount as someone who is qualified for elementary, etc. unless they had the same level of degree. in that case, all wages for each level need to be adjusted fairly and not just early learning

New generations joining the work force will be discouraged from joining the field worsening the potential staff shortages due to unreasonably low wages and benefits. This has the potential cripple early childhood education and child care facilities. Without these facilities being able to remain open from staff shortages, parents will be unable to continue working due to needing to care for their children. This in turn could cause labor shortages which will most likely negatively impact the economy.

Education before kindergarten is extremely important for children. It teaches them independence well before they get to a learning level that should not be about basic routine

My child needs a good education and can't risk the chance of loosing a great teacher in there education

It's a huge problem that needs to be addressed and affects every family with children

QUESTION 15 Continued

These children regardless of how small are only going to grow into older humans. These younger years are the foundation for the building blocks our children need to succeed as they grow. Anyone that works in childcare deserves a decent rate, these people are helping our kids learn and grow.

This is the beginning stage for education for most children. Sets the tone for kindergarten

Child care is very important for our young impressionable children. Being in a safe environment with a steady routine is key for them to grow up into intelligent and capable adults. Socializing in a safe calm space with other children is very important for their development as well. Compensating the staff for these services is just as important as any other education program especially considering it allows the parents and families to contribute to the workforce and economy having the time knowing their children are safe to learn and grow with other children.

The amount of stress and responsibilities are more than other educational levels.

If child care facilities cannot attract and retain quality teachers and staff, at worst they will be forced to close, and at best they will have to cut down on the services they can offer families. Wages need to be competitive in order to ensure a good first start for the youngest members of our community.

But themselves in our shoes. Without daycare workers being paid adequately we are forced onto waiting lists, care if subpar for our children to receive care, people that are do not work and receive assistance send their children to daycare, while others who work are forced out of the county to find centers that accommodate their work schedules. You have children up at 515am to get out the door to be at a daycare for 6am and then picked up at 4pm. It makes for a long day for others. Plus the issue of children being sick makes it hard to manage.

This is the age it all starts. This is just as important as being in the district

We know early intervention and experiences in early child hood are critical for well being of children as they grow. Early childhood education and educators deserve to be valued and compensated appropriately

The cost of daily living has gone up so much, which requires wages to go up to help the employees with their own means of living. All have been struggling lately, even the family that are sending the children to childcare so they can work daily.

Early childhood education is the most important factor of child development.

I would send them proven research of the importance of childhood education, like <https://www.unesco.org/en/articles/why-early-childhood-care-and-education-matters?>

They should be paid the same rate. They watch small children and they are alot harder to care for. They should get health insurance too.

Please put more money into early childhood education

These staff need to be paid well and treated better. We could not do it with out them.

Childcare workers play an important part in the economy by allowing parents of children to stay employed and contribute to society. Families rely on childcare workers more now than ever because of inflation . It's become an economic necessity.

All teachers and child care providers deserve equal pay. They may do the same job in some areas just as much as a higher education teacher.

Hands on care throughout the day, teaching more than just what you learn in school such as hygiene and toileting etc, and really it's not a job that just anyone can do. Working with kids takes a special person and it's a big job to do

Provide better benefits to retain employees and foster a great learning environment for children

Early childcare is pivotal to the growth and development of a community

Wages directly impact the amount of quality workers that are available to our children. Childhood development and learning starts long before children arrive at kindergarten. Without access to high-quality educators, our children are set up for failure before they even enter the school system. This will waste time, money, and resources as our children have been inadequately prepared.

That would make me very angry because I would imagine that teachers of younger aged children actually work harder than teacher of older children. Younger children cannot communicate, need help with toileting, feeding and are far more hands-on care than older children.

QUESTION 15 Continued

These are the most important years and my child's teachers should be paid the same if not more than school district staff. If more staff leave, children will lose out, during this critical time in their development, and parents will have to quit their jobs. What's so difficult for our elected officials to understand? Early Childhood must be the priority. If we do it right during these years, we will have less issues down the road when children get into school.

Wage increases to match cost of living increase.

The staff are working hard to build the foundation for our future generations to be successful in all ways. The wages they deserve are way higher than they get. These individuals are patient and kind beyond words.

My son received early intervention for speech. Even after he completed the program he still wasn't totally where he should/could be for his age. After just a few months of the school year its amazing how clear he is. Anyone can understand him and he speaks in full sentences. That is because of PreK. He is the oldest by 16 months. Sharing toys was something he just didn't do. He wanted to play independently without his little sister all the time also. Since started school he is sharing so much more and always wants to include his little sister. Before he began school if I asked him to clean up, I'd have to ask several times. Now, usually just once. He wants to help with everything around the house now. We tried to potty train for about 7 months prior to school. He started in Sept wearing pull ups. I emailed with the director and teachers to come up with a plan and within a week he was potty trained. Not just because of us though, he saw what other kids were doing. I could go on and on about his educational and emotional growth. We don't have family close by and we don't know anyone with kids. Without PreK, my son would no be ready for kindergarten when the times comes. I work from home. I can give my children a lot of attention, but they need to be socialized. My son LOVES his teachers and everyone that works at his center. They all chip in at drop off and pick up. He is very into routine, so seeing the same faces at school is big for him. Especially since this is the first time he's ever been away from us. It also makes me comfortable knowing that the teachers and staff are being take care of as well as the children. If they're happy, the kids are happy. If they're happy, you know it's a good school. A few years ago we tried another daycare. He went for just a few months and we stopped. He just wasn't happy when he got home. He has a lot of energy and loves to talk. He would come home like a zombie. Then I saw the owners young son was shown shooting semi automatic weapons on Facebook. They were also complaining on their Facebook about not finding quality workers because. We got COVID because they hired a new worker and let her work knowing her dad was had tested positive and he was driving her to and from work. The school was shut down for a week. They said it was for cleaning, but it was because they didn't have enough workers. I would show up to pick him up and it would just be one person with all of the kids and they'd be eating brownies. There should have been 3 workers. Needless to say it wasn't even open a whole year. It closed a few months after we stopped going. Now, my son is bummed when it's the weekend and there isn't school. I have to stop him to say bye because he runs so fast to his teachers because he's so happy for the day to start. When I pick him up he's so happy and wants to show me everything he's done that day. I know that there are kids on scholarship through the county that go there. Not every PreK or daycare has that. I'm not sure if they don't know about it or don't qualify or if it is hard to become a part of. I had no clue it was even an option until we visited his center. I think more people should know about this. Not just to help the families, but also because it's steady funding for the centers so they can focus on the children and not where they will get money. So they can afford good wages and also maintain a safe environment.

NA

It's crucial for the kids to have this care so the working families can survive

Early childcare workers work just as hard if not harder than other educational level staff, early childcare is essential and so hard to get into and to maintain due to difficulty with staff retention

there should be no disparities; childcare staff are qualified. and deserve more

That they need to be paid more because early learning is vital to a child's educational success

N/A

High turnover; constant adjustment to new teachers, which in early childhood care, it takes time for some students to adjust to someone new in order to progress/influencing student achievement; hiring unqualified candidates to teach our students; some teachers are leaving the field completely/unable to find substitutes;lack of opportunity for advancement

Yes.

The state should help raise the staff wages

QUESTION 15 Continued

Early Childhood Education seems to be forgotten about by our elected officials. So much focus and so many resources are poured in to the school districts for K-12 learning but resources are severely lacking or even non-existent for early childhood care. The 0-4yr learning period is so critical - I feel it is when children are the most receptive to forging new behaviors (good or bad) and are so hungry for guidance and learning. I am so thankful for my early childhood care provider as they have helped guide us through some rocky patches in my son's development and am truly grateful that they were able to provide the support and guidance my son needed even with limited resources at times. Please help this crucial industry!

We are responsible for raising children, we ensure their health, and safety. We are essentially with these children more than their own parents.

child care and early childhood education providers/instructors deal with just as much, if not more, of the stressors that other educational levels do. often times the children in these programs are not potty trained and parents are relying on staff to assist in that process while the children are in care. high staff turnover due to poor wages disrupts the children's routines and can negatively impact them.

That they need to take into consideration that there are more workers due to the child care staff. Without them a lot of people would be without jobs.

Childcare workers are just as important As the teachers. Child care staff are with our kids after school- kids learn alot from them. they prepare our kids for their next level of education.

Child Development is a key factor in many pre-k children's growth and development.

they deserve more

how important child care is for working families

They should be treated like any other school a

Dissolve the teachers union earn a wage based on your work ethic

wages should e fair and equitable for everyone

funding to pay teachers so the turn over is not happening

they need wage increase for helping children improve in learning and daily life skills

Daycare workers have children longer than a school day, and at ages that are more difficult to manage overall. If anything, they should be paid equal or more than teachers. They are opened on days where school has a half day, a snow day, and opened in the summer time.

They provide the key components for our children to be successful in both a social and educational setting as they enter the Kindergarten and Elementary levels.

Without child care many parents like myself would not be able to get care. They are a very helpful organization. They also prepare put children entering school for the first time. I can say the daycare my child attends put forth every effort for our children and treat then all like family.

Quality daycare is a much needed necessity for most working families and they deserve to be paid fairly for caring for children.

These ages are even more difficult than school-aged children, and these early years are very formative. The government has a responsibility to help subsidize these programs to make wages fair, and to make the cost of daycare affordable for families.

Examples should be shown including a typical wage and expenses that individual must cover with that wage.

With early childhood education ratios are in place. If there is staff turnover due to wages it messes with their ratios and could result in some children not being able to receive care.

Preschool is often where a child's first interaction with school begins, and the educators in this field deserve a pay that reflects this scenario.

What they are required to do in addition to teaching (changing clothes/diapers, making/preparing food, cleaning up/sanitizing dishes and toys, etc.)

Early childhood education is important for children to learn essential skills for primary school. We need the teachers in the early childhood education field to be fairly compensated for their dedication to building young minds and bodies so that they are prepared to attend school. If early childhood teachers keep leaving at alarming rates our children will suffer and that will impact education throughout all levels.

QUESTION 15 Continued

The keys point I make is thar early child development is where their growth and learning begins. It is directly tied to later development, thus setting the stage for lifelong learning and success. It should be treated similarly to other educational levels.

Daycare teachers are essential in helping children development a solid foundation in the very early developmental years of life. They are crucial for some families and we rely on them to educate our child while we are working and unable to do so.

Child care teachers should receive the same pay as regular teachers depending on their education level. It should be fair to both sides.

If unable to staff for childcare, unemployment and poverty will continue to increase in our state and while country.

Without childcare I would not be able to work

Children need to be safe. Don't cut costs

All educators in our area are not compensated for their skills in comparison to other areas in nearby districts.

I agree a fair wage is needed. I also know daycare can not be so expensive that it is not worth going to work. It is a hard balance that should always be taken into consideration.

How important this is to the community, without child care more people would not be able to work which has a negative impact on the community. Most children do not get the same kind of pre K education in the home which would put kids behind to start kindergarten.

They should be paid on same scale simply because theyre doing a lot of the same work, and at a child's stage in their life where it's so critical to build a great foundation

These staff members care for our children above and beyond their academic needs and they should be both recognized and compensated for that.

I know they lag behind other educational levels and it is absurd, they are educated in early childhood education, many carry degrees and need to be compensated for such.

They have a harder job than elementary teachers getting such little ones ready for school to begin with, getting them for the first time in a new environment, and consistency of teachers is imperative for students and parents to feel comfortable and safe and trusting of the child care facility.

Childcare educators are absolutely crucial for the development of our young children. They care for our children when we cannot. They teach and nurture them. Young minds soak it all up and absorb everything around them. It is absolutely necessary to have the right people in this job and to pay them accordingly for the incredible services they provide.

I would argue that early childhood education is as important as school-age level because this is the children are developing integral skills for a successful education. They need to be exposed to social-emotional learning, pre-academic skills, and develop physical skills.

N/A

That without teachers our children would never make it in the real world. And preschool teachers are those who start it all off.

These teachers are taking care of our children. Keeping them safe, feed, and keeping their minds growing for the next step.

Staff taking care of especially younger children play one of the most important roles, as they are quite literally shaping that child's brain for the future years, while dealing with the challenges that come with caring for toddlers specifically.

This is the next generation and these kids deserve the best. You will only get the best if the teachers are given what they want/need.

We need them for our children education and if we expect children to be properly educated. The teachers should be paid as such. Teachers should feel wanted and appreciated

the need for safe and stable childcare options

pay teachers the wages they deserved and state needs to provide more funding for schools

N/a

N/A

The early development in preschools is such a crucial time in young lives, there should be no difference as they are doing more than a typical elementary school teacher every day.

QUESTION 15 Continued

As a couple in education we are astutely aware of children who receive high quality early education that will then set them on a better path for future educational success.

Responsibility of care for children so caregivers can attend and contribute to work force, high stress job

These teachers care for these kids & end up spending more time with them than their parents. They make sure every child comes home with more knowledge every day than they came with. It is amazing what my child comes home knowing each day! The fact that they do not make the same as grade level teachers just blows my mind.

Better paid staff, means more programs which in turn means more kids in care and more adults in the workforce all around

I think that our child care sector should be paid a decent wage for the hard work and dedication they put into our children.

Yes

They are as important as the other teachers and provide what kindergarten teachers provide.

All teachers, regardless of age group, are SEVERELY UNPAID. We must increase the wages for all teachers.

Quality people are hard to find, but when you do....you want them to stay. Wages are a big factor of staff retention.

We need financial support

Children who are at the age of needing childcare services are impacted positively by good influences. Unfortunately, many of the best caretakers take their skills to higher paying jobs that still utilize their childcare skills.

Child care assistance.

Daycares need state support to retain staff and keep/ attract qualified staff. I almost had to quit two high level educated jobs because of lack of child care for my infant which would've resulted in me not being able to pay a substantial amount in taxes

Make grants available for child care programs to be able to pay higher wages to their employees.

Daycare and preschool staff are essential to working families. Without it, many families would be without at least one household income, impacting the entire family structure. There are many families who do not have support to care for their children outside of daycare, so when there are closures, many families are left to call off or miss work to care for their children. Daycare and preschool is extremely beneficial to children's development; both socially and educationally.

It's not just the salary, but the lack of benefits compared to school teachers.

The need for childcare worker wages to be supplemented by state or federal funds. I would like to see a state initiative to increase wages for childcare workers.

Lack of uniform paid family leave, Child care costs too much for many families, Subsidies and public programs reach only a small portion of low-income families that need them

Child care is a necessity. People need to work. But they can't spend more than rent/mortgage for childcare. It needs to be subsidized for everyone.

Yes!

Teachers need to be paid a livable wage in order to teach out youngest. Proper learning at this age is super important so they get a head start to school.

These educators are key in early development of future members of society, and provide their skills, talent and knowledge to help identify any concerns on the front end of our country's education system. How are these valuable members of our education system supposed to retire?

Those centers who are actually creating a curriculum much like a kindergarten should receive wages like that of their counterparts teaching kindergarten. This is especially true as the amount of regulations put forth on these centers to follow are like that of public schools.

Children's minds begin to develop as early as birth. If a child in child care or pre k doesn't receive the same attention and learning experiences to be better prepared for school age because the staff isn't compensated properly then why do we penalize our children when they develop bad habits?

We need quality child care so we can be productive citizens in PA, enabling us to be higher earners and help support the overall economy of PA. Or we could fall victim to the system, become burdens to the working class, and join the welfare state.

QUESTION 15 Continued

Early childhood education is just as important as other educational positions. In fact, this is the first step of a child's education. It is known that children who have access to ece, perform better academically. Therefore childcare should be a covered education. The workers should be paid higher for the hard work they put into fostering young minds.

We need to increase child care wages across the board and at all levels starting and early development. All daycare facilities looking for qualified staff for their locations and struggle to find staff. If they could provide higher wages and additional working benefits we would in turn have more people going into these fields.

MANY homes in America would be negatively impacted if daycares closed. There is already extensive waiting lists for kids to get in to care so no one can afford less options than what is currently available. It is important that staff are adequately compensated for the importance and liability around their job as a teacher at a daycare. They deserve it just as much as any other educator.

The amount of work they provide to be the starting point of our children's education is monumental! Our children are well prepared for kindergarten, as I speak from having a previous child in this daycare. My current daycare child amazes me with all she comes home talking about that she learned that day. This daycare is the stepping stone to other educational levels. The education that has been provided for both my oldest child and my current youngest child has remained consistent and bountiful!

That child care providers keep children safe everyday all day. They show up everyday and are teachers mothers nurses councilors etc.. people don't realize that anything could happen and child care providers need to be on top of things at all times.

Consistency is very important at an early age. Retaining teachers to provide that stability for the kids is important. Compensation that makes it appealing to stay in the early education setting is key. I have seen time and time again, the teachers that continue their education use early learning centers as a stepping stone to transition to elementary settings. I'm sure some would stay in early learning if the compensation was adequate. Again, this investment in the teachers is truly an investment in the children.

The importance of receiving state funding to help provide monetary support to increase teacher's wages. Being able to utilize state assistance to provide lunches for the children to help families that may be struggling financially with providing lunch each day

Capitalism works. Let the market dictate wages. Keep the government out of it.

The early years are some of the most important in a child's development.

Early childhood education is imparitive to the mental and emotional well being of a child. There is a ton of research that supports this claim. Kids who develop language and math skills prior to age 5 excel in school and have far better graduation rates. It takes all of education, from early childhood to kindergarten, elementary and secondary education to foster learning and successful outcomes for all kids.

I know they lag behind and it is a disgrace. That our government does not feel that it is important to pay people to raise our children when they are the future of this world and our world as parents. They are given the biggest responsibility in any line of work-to keep our children safe and happy-does that not deserve an efficient wage?

Daycare staff is such a vital part of being able to be a two income household (which we need to have to afford to live) The impact that not having daycare staff would have on our home is devastating and a norm for most other families as well. We should be looking to support centers and staff. By offering higher wages, staff moral goes up, it no longer would be a field that is struggling to stay staffed. This improves overall care for children which improves life long development and learning. The child care sector branches into so many different areas of living that disruption, lack of access, and no staff can create the crumble of many families which has an even greater impact on the economy.

Early childhood development is extremely important. Also, early childhood teachers must deal with potty training and other related aspects.

They deserve fair payment.

emphasize the needs of the program and the positive gains of children

fair work for fair wages

Nothing. The legislator doesn't set employee wages, you do. Legislation only sets the state minimum pay.

consistency is important at every age

no response

QUESTION 15 Continued

Childcare workers play a crucial role in our society. Not only do they care for and educate our children, but they also allow many of us parents to go to work ourselves. Child care centers would better serve everyone if we acknowledged and worked to address the needs of our child care providers and the families they serve. Providers need better pay and benefits.

We need great teachers to teach our kids and it starts when they are younger

Other states surrounding Pennsylvania, New Jersey as an example, offer public preschool. Those programs are obviously then funded by the state. Preschool is such an important level for children, whether private or public, and should receive funding the same as public schools do. Preschool is a vital age for children, to start learning social skills and to get ready for the testing they go through to get into kindergarten. With the amount of taxes we pay in this state, there is no reason that funds can't be allocated towards our children's education across the board. There's absolutely no reason that someone entrusted with the care and education of children should be paid at the levels they are. I absolutely do not blame any preschool or toddler teacher that has to leave a profession they love, when they can go work, certain retail or fast food jobs and get paid more. I don't know the exact wages of everyone working at the current facility, but I see signs at places like Rutter's and Wawa offering starting wages of \$18 an hour-- which if I'm not mistaken would be a raise for most workers in the field. They certainly deserve to be paid more than somebody running a cash register. And I'm not putting down that profession at all, but the scope of work definitely deserves more compensation.

I have seen first hand how much our toddler and pre school teacher's involvement in my child's daily care can affect her growth and development. The amount of nurturing care as well as actual teaching instruction required at these ages is so significant. If I can not be there to personally provide things things every day due to a full time job I would like to know that the people that are providing care are educated, dedicated, and well compensated so they will be just as invested in my child.

These teachers take care of children from Newborn to 5 years old. They are in the place of a mother or father during the 8 hours that they are there and teach them the basics of life. The working class rely on such devoted and kind people to help raise their children and they should be paid for such acts. We need them to stay in these positions and their pay needs to be adjusted.

If kindergarten, elementary, middle, and high school teachers are following a curriculum, assessing students, following state standards and are getting paid at a "comfortable" salary- why can't childcare providers who do the same requirements get paid the same (or at least close to the same). If they are providing a curriculum to prepare children for the future, they should be getting paid appropriately.

Wages should be increased to a fair wage for all educational levels.

They just need a steady higher livable wage.

These teachers come in everyday to put our children's well being first. They are teaching them important things that are shaping their minds at such young ages. Some children, especially in this area, do not get these things at home. It is important to me that they are adequately compensated to want to come and take care of our babies everyday.

Child care is the foundation for some of these children. The amount their brains absorbs is astounding! Ask them if they used child care and if so would they be able to work if they didn't have care for their children?

they deserve more pay for what they do

Pay a fair salary

My children have learned so much from daycare. They are learning everything from life skills, motor skills, academics etc they are being prepared for kindergarten and grade school. Their teachers should be compensated the same as grade school educators.

Child care workers are essential to all sectors. Without them, we cannot go to work. They work long hours and do not get the breaks professional school employees receive.

QUESTION 16

0
12%
To put into financial perspective, we have all three kids in childcare throughout the year including summer so we can work, and my taxes showed I paid \$28,000.00 in childcare, not college, childcare. So, with that being said 75% of our income is dedicated to childcare annually.
50%
15%
15%
My fiances
25%
all of it
12% roughly
25%
200
We have been fortunate to be accepted into the Pre-K Counts program. However, in the summer when we do pay tuition, the cost is more than my income.
22%
35%
35%
30%
Maybe 15%
We qualify for scholarship.
Not sure we pay full price with no help.
25%
260- we have elrc resources.
0
15%
8-Jan
15%
9%
10%
20%
35
25%
25
My son is on scholarship.
20%
Quarter
We currently pay \$2,000 per month which is more than our mortgage. You work to pay for child care and then when you don't have child care you are still paying for it but have to take off of work and then getting penalized or not paid at your job.
\$160
50%
25%
Around 30%

QUESTION 16 Continued

5-10%

30 percent

20%

I personally only have to pay \$10 a month.

roughly 15%

5%

100

5%

I DO NOT PAY OUT OF POCKET

13-15%

\$100

If it's services within the program 5% however if it is outside of schooling and child care (outside of this program) it's easily well over 80%.

50%

10%

\$240 monthly

25%

10

10 percent during school and 20 percent during summer care. I assume. Not quite sure.

30%

8%

10%

34%

6% - we are part time for daycare needs

5%

Less than 10%

10%

9%

10%

8%

800\$

0

15%

Unknown

7%

16%

5%

less than 10%

5%

12%

9%

N/A

None

0

QUESTION 16 Continued

0

30%

None

10%

20%

0

12

To much

almost 40%

25%

Approx 15%

About 14%

1 of my checks each month covers 2 kids

30 percent

Sound 10%

\$700ish

50%

10%

8% but he only goes 2 days a week

It varies, and is at it's lowest amount currently due to my current child being school aged now. Varies from 15 to 30%

15%

50%

60%

10-15%

15% for one child, currently pregnant

10% currently with 1 child in care. Was 20% with 2 children in care.

10%

Not sure. It is 70% of my personal income. Not including my husbands.

6%

6% for 3 days/week

Would be 11% if 5 days/week

10-12 percent

15%

10%

Not sure

5%

20%

20%

Less than 1%

15%

20

10% but I bet this percentage is much much higher for many families. Before relocating, the percentage was closer to 25% at a different facility.

QUESTION 16 Continued

We are not sure what percentage is dedicated to child care. To put things into perspective, childcare cost \$40 less than our mortgage each month.

15%

15-20 percent

Approximately one quarter of our household income is dedicated to having one child in childcare per month.

6%

20%

Unknown.

20%

10

90 dollars a week

Around 40%.

10

10

15%

\$350/400 a momth

About 12%

15%

25%

10%

About 9%

I'm not exactly sure of a percentage but it's almost double my mortgage payment. It's a struggle

5

80%.

0

No help because I am a single mother I have a part time job

33%

20%

