

Appendix B: Director's Survey Methodology

The 2022 Texas Child Care Director Survey collected data from child care directors at child care programs (including center- and home-based) across the state of Texas to learn:

- 1) the characteristics of the child care program and how it serves children in the local community;
- 2) the director's experiences at the child care program, including challenges and needs faced by the child care program today; and
- 3) demographic, education, and compensation information of the director and all early childhood educators who work at the child care program.

The Prenatal-to-3 Policy Impact Center created a random and representative sample of 3,052 child care programs that represent the full population of licensed child care centers, licensed child care homes, and registered child care homes (in total, 13,267 child care programs) on key characteristics, such as child care program type, acceptance of subsidies, and geographic location (specifically, Workforce Region). Directors completed the survey between May 12, 2022, and August 1, 2022.

In total, 1,074 directors responded to the Texas Director Survey. From all responses, two samples were created to inform the recommendations, the Industry Experience Sample and the Workforce Sample. The Industry Experience Sample includes responses from 816 directors who completed the portion of the survey about experiences in the child care industry (even if they chose not to provide data on their staff). The Industry Experience Sample excludes responses that were too incomplete to use (n=155) or did not meet the criteria for inclusion (n=103).¹

The Workforce Sample is a sub-sample of the Industry Experience Sample. The Workforce Sample includes responses from 529 directors who provided wage information on at least two-thirds of their reported staff (n=428) and directors with no other reported staff at their operation (n=71, typically home-based directors).

Table 1 shows how the full population of child care programs in Texas compares to the Texas Director Survey samples. Respondents to the survey (across both samples) were more likely to be Texas Rising Star-certified child care programs and child care programs that accept subsidies than the full population of child care programs. Respondents were also more likely to serve infants at their child care program. Programs included in the Workforce sample serve, on average, fewer children than the population.

¹ The Policy Impact Center exclude 103 programs that were listed home-based providers, serve children only during the summer, and only provide drop-in care.

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Table 1: Texas Director Survey Sample

	Full Population (n=13,267)	Workforce Sample (n=644)	Industry Experience Sample (n=754)
Operation Type			
Licensed Center	69%	75%	70%
Licensed Home	11%	13%	15%
Registered Home	19%	13%	15%
Serves Infants (Yes)	75%	76%	83%
Accepts Subsidies (Yes)	47%	57%	55%
TRS-Participating (Yes)	14%	25%	24%
Total Capacity (Average)	84 children	87 children	81 children

The 529 directors in the Workforce Sample provide information on a total of 3,848 educators who serve in a teaching or direct care capacity for children at their child care programs, including:

- 3,565 center-based educators (93%)
- 133 home-based educators, who are *not* the owner of the child care program, (3%), and
- 150 home-based owner-educators, who teach and own or manage the business, (4%).

For simplicity, the report refers to home-based owner-educators as “owners,” and refers to other center-based and home-based educators as simply “educators.” The child care programs surveyed represent the entire population on key characteristics of the child care programs, such as size and location.

The Texas Director Survey identified the roles and demographic characteristics of the early childhood workforce to better understand the composition of the workforce and their needs. Most early childhood educators work in the classroom role of Lead Teacher (56%), followed by Assistant Teacher (26%), and Floater/Rotating Teacher (16%). Most early childhood educators report working in a metropolitan county in Texas (88%), working at child care programs that employ between six and 19 teachers (60%), and working at child care programs that do not accept subsidized child care for families (63%).² Just over half of home-based owners are the sole educator at their child care program (54%) and the remaining employ one to 10 additional part- and full-time educators.

² Texas State Office of Rural Health, Office of Rural Affairs, Texas Department of Agriculture. (2012, April). TEXAS COUNTY DESIGNATIONS. Texas Department of Agriculture. Retrieved September 29, 2022, from <https://www.texasagriculture.gov/portals/0/forms/er/rural-metro%20counties.pdf>