



THE JACOB RADER MARCUS CENTER OF THE
AMERICAN JEWISH ARCHIVES

MS-831: Jack, Joseph and Morton Mandel Foundation Records, 1980–2008.

Series D: Adam Gamoran Papers. 1991–2008.

Subseries 5: General CIJE Files, 1991–2008.

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Jewish Early Childhood Education Partnership: Early Childhood Survey. Questionnaire drafts and correspondence, 2001-2002.

For more information on this collection, please see the finding aid on the
American Jewish Archives website.

I. INSTITUTION -

[illegible]

5. What are the hours of the school program for each age group?

Indicate the starting and ending time of the school day program for each age group.

	Start time:				End time:						
	9	9:30	10		12	12:30	1	1:30	2	2:30	3
0 -2											
3 yr olds											
4 yr olds											
5 yr olds											
6 yr olds											

6. What is the total student enrollment for the 2000-2001 school year?

_____ Total enrollment (Total should match total of a-f below)

Total enrollment for children ages:

- a. _____ 0-18 months
- b. _____ 2 years
- c. _____ 3 years
- d. _____ 4 years
- e. _____ 5 years
- f. _____ 6 years

7. What is the total number of Jewish children in your Center for the 2000-2001 school year?

_____ Total Jewish children (Total should match total of a-f below)

Total number of Jewish children ages:

- a) _____ 0-18 months
- b) _____ 2 years
- c) _____ 3 years
- d) _____ 4 years
- e) _____ 5 years
- f) _____ 6 years

8. What is the total number of non-Jewish children in your Center for the 2000-2001 school year?

_____ Total Non Jewish Children (Total should match total of a - f below)

Total number of non-Jewish children age:

- a) _____ 0-18 months
b) _____ 2 year olds
c) _____ 3 year olds
d) _____ 4 year olds
e) _____ 5 year olds
f) _____ 6 year olds

PROVIDE THE FOLLOWING INFORMATION TO THE BEST OF YOUR KNOWLEDGE ABOUT THE TEACHERS/ASSISTANTS AT YOUR SCHOOL

9. Indicate the **number** of teachers and assistants in each category by selecting the highest level of secular education attained by each.

	Teacher	Assistant
High School		
GED		
AA (2 yr degree)		
BA/ BS (4 yr degree) In non-ECE field		
BA/BS (4 yr degree) In ECE field		
MA OR MS or equivalent In non-ECE field		
MA OR MS or equivalent In ECE field		
CDA		
Doctorate PhD, EdD		
Don't Know		
Unimportant		

10. Indicate the **number** of teachers and assistants in each category by selecting the highest level of Jewish education attained by each.

	Teacher	Assistant
College Level Studies		
Post High School Seminary Or Yeshiva		
Yeshiva/Day High School		
Afternoon Hebrew High School		
Yeshiva/Day Elementary		
Afternoon Hebrew Elementary		
Adult Education		
Don't Know		
Unimportant		

11. Indicate the **number** of teachers/assistants employed 10 months who earn the following:

	Teachers	Assistants
Under \$10,000		
10,000 - 19,999		
20,000 - 29,999		
30,000 - 39,000		
40,000 - 49,000		
\$50,000 or more		

12. Indicate the **number** of teachers/assistants employed 12 months (not including camp) who earn the following:

	Teachers	Assistants
Under \$10,000		
10,000 - 19,999		
20,000 - 29,999		
30,000 - 39,000		
40,000 - 49,000		
\$50,000 or more		

13. Indicate which of the following benefits are **available** to your teachers/assistants:

	Teachers	Assistants
Free or reduced tuition in day school or Religious school		
Free or reduced tuition for children in Day Care		
Free or reduced membership in Synagogue or JCC		
Synagogue Privileges, e.g., High holiday tickets		
Funding for conferences or continuing Education		
Sabbatical leave		
Disability benefits		
Employer contributions to A health plan		
Pension benefits		
Life Insurance		
Other		

14. Have the benefits and salaries of your teachers/assistants increased in the last three years?

a) ☐ Yes
b) ☐ No

If yes, by what percentage?

a) ☐ 2%
b) ☐ 3%
c) ☐ 4%
d) ☐ 5%
e) ☐ 5%+

15. Indicate how many of your teachers and assistants consider themselves the following:

	Teachers	Assistants
Reform		
Conservative		
Orthodox		
Reconstructionist		
Traditional		
Unaffiliated		
Non-Jewish		

How many teachers are working in your school?

a) ☐ Male teachers
b) ☐ Female teachers
c) ☐ Jewish teachers
d) ☐ Non-Jewish teachers
e) ☐ Full time teachers
f) ☐ Part time teachers

17. How many Assistants are working in your school?

a) ☐ Male assistants
b) ☐ Female assistants
c) ☐ Jewish assistants
d) ☐ Non-Jewish assistants
e) ☐ Full Time assistants
f) ☐ Part Time assistants

7 sep 27 on explicitly say as total package

+ they may not know this
- add category for Jewish at not sure of aff. l. at 16.

need to define + it is 0/1?

18. Indicate the number of teachers in your program who are:

- a) _____ Under 20 years of age
- b) _____ Between 20 & 29 years
- c) _____ Between 30 & 39 years
- d) _____ Between 40 & 49 years
- e) _____ Between 50 & 59 years
- f) _____ 60 years and over

19.. *Indicate ...* *7 Ns??*
What credentials do before and after school caregivers have?

	Some High School	High School Diploma	GED	Some College	AA	BA	MA
Before school Caregiver							
After School caregiver							

B. The following series of questions relate to staff turnover at your Center:

20. Indicate the number of your teachers who have been employed in Jewish education for:

at your school?

- a) _____ Less than one year
- b) _____ Between 1 and 5 years
- c) _____ Between 6 and 10 years
- d) _____ Between 11 and 15 years
- e) _____ More than 15 years

21. Why do professionals leave your school? Check all that apply.

- a) _____ Poor salaries
- b) _____ Low status
- c) _____ Poor job satisfaction
- d) _____ Limited career ladder
- e) _____ Few benefits
- f) _____ Did not like
- g) _____ Little opportunity for professional growth

22. How many teachers/assistants have left your center in the past 12 months? (If none, leave blank)

_____ Teachers
_____ Assistants

23. Thinking about the last time your center tried to fill a vacancy, how long was it from the time a teacher left until a permanent replacement was hired:

- a) _____ less than a week
- b) _____ one to four weeks
- c) _____ four to eight weeks
- d) _____ eight weeks or more

24. Indicate the number of teachers/assistants employed in each category:

	Teachers	Assistant
10 months		
12 months		

25. How many teachers were you missing at the beginning of this school year?

_____ teachers

26. How many teachers are leaving at the end of the school year?

_____ teachers

27. Indicate the number of teachers/assistants planning to retire within

	Teachers	Assistants
The Next 3 years		
4 - 6 years		
7 - 12 years		
Don't know		

28. How comfortable are you hiring new teachers/assistants:

_____ Very

_____ Somewhat

_____ Not at all

Why _____

29. Indicate the number of teachers/assistants who left your center in the past three years to:

	Teachers	Assistants
Work in public school		
Retire		
Go into a different field		

30. To the best of your knowledge, indicate how many teachers plan to stay in Jewish Early Childhood Education?

_____ Most

_____ Some

_____ Few

II. DIRECTORS

C. The following series of questions relate to your position as director of the Center and your background

31. Are you Jewish?

- a) ☐ Yes
b) ☐ No

32. Which of the following best describes your career plans over the next three years?

- a) ☐ Continue working in my current ~~teaching~~ or administrative position at the same school
b) ☐ Continue in the same type of position at a different Jewish school
c) ☐ Move from a ~~teaching~~ position to an administrative position at a Jewish school (or vice versa) *to a post*
d) ☐ Seek a position in Jewish education other than in a school (such as a central agency)
e) ☐ Seek an education position in a non-Jewish setting
f) ☐ Seek work outside of education
g) ☐ Not work
h) ☐ I don't know
i) ☐ Other (specify) _____

33. Indicate the highest level of early childhood education (ECE) or child development education you have attained:

- a) ☐ No ECE or child development beyond high school
b) ☐ AA or in ECE or child development
c) ☐ MA/MS degree in ECE or child development
d) ☐ Doctorate

34. Indicate the highest level of Jewish education you have attained:

- a) ☐ College level studies
b) ☐ Post high school yeshiva or seminary
c) ☐ Yeshiva/Day high school
d) ☐ Afternoon Hebrew high school
e) ☐ Yeshiva/Day elementary
f) ☐ Afternoon Hebrew elementary
g) ☐ Adult Education
h) ☐ Don't know
i) ☐ Unimportant

35. What is your annual salary as Director?

- a) _____ 30,000 - 39,000
- b) _____ 40,000 - 49,000
- c) _____ 50,000 - 59,000
- d) _____ 60,000 - 69,000
- e) _____ 70,000 - 79,000
- f) _____ 80,000 or more

36. When do you plan to retire?

- _____ 1 - 3 years
- _____ 4 - 6 years
- _____ as soon as I find a replacement
- _____ no plans to retire in the foreseeable future

JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP EARLY CHILDHOOD SURVEY

I. INSTITUTION -

A. The following series of questions relate to your institution.

1. What is the affiliation of your school?
 - a) Synagogue

☐ Conservative
☐ Orthodox
☐ Reform
 - b) ☐ Community
 - c) ☐ Independent
 - d) ☐ JCC

2. Is your Center NAEYC accredited?
 - a) ☐ Yes Date Reviewed Last
 - b) ☐ No

3. Is your Center accredited by an organization other than NAEYC?
 - a) ☐ Yes
 - b) ☐ No

If yes, specify the following:

Name of Organization:

Date reviewed last:

4. What are the hours of your program?
 - a) before school program
 - b) school day
 - c) after school program

5. Indicate how many children in each age group are dropped for before school care:

	7 a.m.	7:30 a.m.	8 a.m.	8:30 a.m.	9 a.m.
0 -2					
3 yr olds					
4 yr olds					
5 yr olds					
6 yr olds					

6. Indicate how many children in each age group stay for the after school program:

	3 p.m.	3:30	4:00	4:30	5:00	5:30	6:00	6:30	7:00	7:30
0 -2										
3 yr olds										
4 yr olds										
5 yr olds										
6 yr olds										

7. What are the hours of the school program for each age group?

	Start time:				End time:						
	9	9:30	10		12	12:30	1	1:30	2	2:30	3
0 -2											
3 yr olds											
4 yr olds											
5 yr olds											
6 yr olds											

8. What is the total student enrollment for the 2000-2001 school year?

_____ Total enrollment (Total should match total of a-f below)

Total enrollment for children ages::

- a. _____ 0-18 months
- b. _____ 2 years
- c. _____ 3 years
- d. _____ 4 years
- e. _____ 5 years
- f. _____ 6 years

9. What is the total number of Jewish children in your Center for the 2000-2001 school year?

_____ Total Jewish children (Total should match total of a-f below)

Total number of Jewish children ages:

- a) _____ 0-18 months
- b) _____ 2 years
- c) _____ 3 years
- d) _____ 4 years

- e) _____ 5 years
f) _____ 6 years

10. What is the total number of non-Jewish children in your Center for the 2000-2001 school year?
_____ Total Non Jewish Children (Total should match total of a - f below)

Total number of non-Jewish children age:

- a) _____ 0-18 months
b) _____ 2 year olds
c) _____ 3 year olds
d) _____ 4 year olds
e) _____ 5 year olds
f) _____ 6 year olds

11. What is the educational philosophy of the School?

- a) _____ Montessori
b) _____ Reggio inspired
c) _____ Constructivist
d) _____ Play
e) _____ Waldorf
f) _____ Other

12. Do you use an educational curriculum?

- a) _____ Yes Which one (specify) _____
b) _____ No

13. Do you use a Jewish curriculum?

- a) _____ Yes Which one (specify) _____
b) _____ No

14. Do you use a before-school curriculum?

- a) _____ Yes Which one (specify) _____
b) _____ No

15. Do you use an after-school curriculum?

- a) _____ Yes Which one (specify) _____
b) _____ No

16. Which of the following are included in the curriculum at the Center?

- a) _____ Jewish Identity
b) _____ Mitzvot
c) _____ Shabbat
d) _____ Rosh Hashanah, Yom Kippur
e) _____ Sukkot, Simhat Torah
f) _____ Hanukkah

- g) _____ Tu B'Shevat, Purim
h) _____ Pesach, Yom Ha-Atzmaut
i) _____ Lag Ba-omer, Shavuot
j) _____ Blessings
k) _____ The Jewish Life Cycle
l) _____ Jewish Values
m) _____ Israel
n) _____ Hebrew Language
o) _____ Bible
p) _____ Jewish Community

17. What is the level of education or certification for the following staff:

	Teacher	Assistant
Some High School		
High School		
GED		
AA (2 yr degree)		
BA or BS (4 yr degree) In non-ECE field		
BA or BS (4 yr degree) In ECE field		
Some graduate school		
MA OR MS or equivalent In non-ECE field		
MA OR MS or equivalent In ECE field		
Rabbinic Ordination		
Doctorate		
Don't Know		
Unimportant		

18. What is the salary range for teachers and assistants at your center?

	Teachers	Assistants
Under \$10,000		
10,000 - 19,999		
20,000 - 29,999		
30,000 - 39,000		
\$40,000 or more		

19. Please indicate if teachers or assistants receive any of the following benefits:

	Teachers	Assistants
Free or reduced tuition for Children		
Day Care		
Free or reduced membership in Synagogue or JCC		
Synagogue Privileges, e.g., High holiday tickets		
Funding for conferences or continuing education		
Sabbatical leave		
Disability benefits		
Employer contributions to a health plan		
Pension benefits		
Other		

20. Indicate how many of your teachers and assistants consider themselves the following:

	Teachers	Assistants
Reform		
Conservative		
Orthodox		
Reconstructionist		
Traditional		
Unaffiliated		
Other (specify)		

B. The following series of questions relate to staff turnover at your Center:

21. Indicate the number of teachers who have been employed in your program for:
- a) _____ Less than one year
 - b) _____ Between 2 and 5 years
 - c) _____ Between 5 and 10 years
 - d) _____ More than 10 years
22. Why do professionals leave your school? Check all that apply.
- a) _____ Poor salaries
 - b) _____ Low status
 - c) _____ Poor job satisfaction
 - d) _____ Limited career ladder
 - e) _____ Few benefits
 - f) _____ Did not like
 - g) _____ Little opportunity for professional growth
23. How many teachers have left your center in the past 12 months?
(If none, leave blank)
_____ Teachers
24. Thinking about the last time your center tried to fill a vacancy, how long was it from the time a teacher left until a permanent replacement was hired:
- a) _____ less than a week
 - b) _____ one to four weeks
 - c) _____ four to eight weeks
 - d) _____ eight weeks or more

II. DIRECTORS

C. The following series of questions relate to your position as director of the Center.

25. Do you serve as
a) _____ Director only?
b) _____ Director and teacher?
26. _____ How many teachers are working in your school?
a) _____ Male teachers
b) _____ Female teachers
c) _____ Jewish teachers
d) _____ Non-Jewish teachers
e) _____ Full time teachers
f) _____ Part time teachers
27. _____ How many Assistants are working in your school?
a) _____ Male assistants
b) _____ Female assistants
c) _____ Jewish assistants
d) _____ Non-Jewish assistants
e) _____ Full Time assistants
f) _____ Part Time assistants
28. Indicate the number of teachers in your program who are:
a) _____ Under 20 years of age
b) _____ Between 20 & 29 years
c) _____ Between 30 & 39 years
d) _____ Between 40 & 49 years
e) _____ Between 50 & 59 years
f) _____ 60 years and over
29. Do Teachers have time to meet and plan during the school day?
a) _____ Yes
b) _____ No

30. What credentials do before and after school caregivers have?

	Some High School	High School Diploma	GED	Some College	AA	BA	MA
Before school Caregiver							
After School caregiver							

31. How many workshops do you offer teachers per school year?

- a) _____ None
- b) _____ 1 to 3
- c) _____ 4 to 6
- d) _____ 7 or more

Specify what kinds of workshops: _____

32. How often do you have faculty meetings?

- a) _____ Never
- b) _____ Once each month
- c) _____ Once every two months
- d) _____ Quarterly
- e) _____ Twice a year
- f) _____ Never

33. Which of the following benefits are available to you?
- a) ☐ Free or reduced tuition for your children
 - b) ☐ Day Care
 - c) ☐ Free or reduced membership in a synagogue or JCC
 - d) ☐ Synagogue privileges, e.g., High Holiday Tickets
 - e) ☐ Funding to attend conferences, continuing Education courses
 - f) ☐ Sabbatical leave (full or partial pay)
 - g) ☐ Disability benefits
 - h) ☐ Employer contributions to a health plan
 - i) ☐ Pension benefits
 - j) ☐ Other

34. What is your annual salary?
- a) ☐ 30,000 - 39,000
 - b) ☐ 40,000 - 49,000
 - c) ☐ 50,000 - 59,000
 - d) ☐ 60,000 - 69,000
 - e) ☐ 70,000 - 79,000
 - f) ☐ 80,000 or more

D. The following series of questions relate to your background

35. Are you Jewish?
a) _____ Yes
b) _____ No
36. At the present time, which best describes your Jewish affiliation?
a) _____ Reform
b) _____ Conservative
c) _____ Orthodox
d) _____ Reconstructionist
e) _____ Traditional
f) _____ Unaffiliated
g) _____ Other (specify) _____
36. Are you currently a member of a synagogue?
a) _____ Yes
b) _____ No
37. If yes, are you an educator in the synagogue where you are a member?
a) _____ Yes
b) _____ No
38. Which of the following do you usually observe? Check all that apply
a) _____ Light candles Friday evening
b) _____ Attend Passover Seder
c) _____ Keep kosher at home
d) _____ Light Hannukah candles
e) _____ Fast on Yom Kippur
f) _____ Observe Shabbat
g) _____ Build a Sukkah
h) _____ Fast on the Fast of Esther
i) _____ Celebrate Israel Independence Day

During the past year, did you:

39. Attend synagogue on the High Holidays
a) _____ Yes
b) _____ No
40. Attend synagogue on Shabbat at least twice a month
a) _____ Yes
b) _____ No

41. Attend synagogue on holidays such as Sukkot, Passover or Shavuot
a) _____ Yes
b) _____ No
42. Daven or attend synagogue daily
a) _____ Yes
b) _____ No
43. Have you ever been to Israel?
a) _____ Yes
b) _____ No
44. If yes, did you ever live in Israel for three months or longer?
a) _____ Yes
b) _____ No
45. What kind of Jewish school, if any, did you attend before you were 13?
(Check all that apply)
a) _____ One day/week supplementary school
b) _____ Two or more days/week supplementary school
c) _____ Day school or yeshiva
d) _____ School in Israel
e) _____ None
f) _____ Other (Specify) _____
46. What kind of Jewish school, if any, did you attend after you were 13 and before college? (Check all that apply)
a) _____ One day/week supplementary school
b) _____ Two or more days/week supplementary school
c) _____ Day school or yeshiva
d) _____ School in Israel
e) _____ None
f) _____ Other (Specify) _____
47. Did you attend a Jewish summer camp with mainly Jewish content or program?
a) _____ Yes
b) _____ No
48. Did you belong to a Jewish youth group?
a) _____ Yes
b) _____ No

49. After age 18, did you attend a yeshiva or women's equivalent?

a) _____ Yes

b) _____ No

50. Have you earned any type of degree since high school?

a) _____ Yes

b) _____ No

51. If yes, please specify all the degrees that you have earned since high school and the appropriate majors and minors for each degree.

	Type of Degree	Major(s)	Minor(s)
Two year degree (e.g., AA, ACD, etc)			
Degrees from teachers seminary (non-university)			
Bachelors Degrees (e.g., BA, BS, etc)			
Masters Degrees (e.g., MA, MS, MSW, etc)			
Doctorates (e.g., PhD, EdD, Etc)			
Rabbinic Ordination or Smicha			
Other degrees			

52. Are you currently enrolled in a degree program?

a) _____ Yes

b) _____ No

53. If yes, for what degree? _____
In what Major? _____

Do you hold a professional license or certification in:

54. Jewish Education
a) _____ Yes From where _____
b) _____ No
55. General Education
a) _____ Yes From where _____
b) _____ No
56. Educational administration/supervision
a) _____ Yes From where _____
b) _____ No
57. Other (specify) _____

Are you currently working toward a professional license or certification in:

58. Jewish Education
a) _____ Yes From where _____
b) _____ No
59. General Education
a) _____ Yes From where _____
b) _____ No
60. Educational administration/supervision
a) _____ Yes From where _____
b) _____ No
61. Other (specify) _____
62. What is your sex?
a) _____ Male
b) _____ Female
63. What is your age?
a) _____ Under 20 years
b) _____ 20 - 29 years
c) _____ 30 - 39 years
d) _____ 40 - 49 years
e) _____ 50 - 59 years
f) _____ 60 year and over

64. Which of the following best describes your career plans over the next three years?

- a) _____ Continue working in my current teaching or administrative position at the same school
- b) _____ Continue in the same type of position at a different Jewish school
- c) _____ Move from a teaching position to an administrative position at a Jewish school (or vice versa)
- d) _____ Seek a position in Jewish education other than in a school (such as a central agency)
- e) _____ Seek an education position in a non-Jewish setting
- f) _____ Seek work outside of education
- g) _____ Not work
- h) _____ I don't know
- i) _____ Other (specify) _____

65. Indicate the highest level of education you have attained:

- a) _____ less than high school diploma or GED
- b) _____ high school diploma or GED
- c) _____ some college courses
- d) _____ two year college degree
- e) _____ four year college degree
- f) _____ some graduate school
- g) _____ graduate degree

66. Indicate the highest level of early childhood education (ECE) or child development education you have attained:

- a) _____ No ECE or child development beyond high school school
- b) _____ AA or in ECE or child development
- c) _____ MA/MS degree in ECE or child development
- d) _____ Doctorate

III. TEACHERS - Individual Teacher Survey

E. The following series of questions relate to the teachers. Please have all teachers respond to these questions.

67. Are you Jewish?
a) _____ Yes
b) _____ No
68. At the present time, which best describes your Jewish affiliation?
a) _____ Reform
b) _____ Conservative
c) _____ Orthodox
d) _____ Reconstructionist
e) _____ Traditional
f) _____ Unaffiliated
g) _____ Other (specify) _____
69. Are you currently a member of a synagogue?
a) _____ Yes
b) _____ No
70. If yes, are you an educator in the synagogue where you are a member?
a) _____ Yes
b) _____ No
71. Which of the following do you usually observe? Check all that apply
a) _____ Light candles Friday evening
b) _____ Attend Passover Seder
c) _____ Keep kosher at home
d) _____ Light Hannukah candles
e) _____ Fast on Yom Kippur
f) _____ Observe Shabbat
g) _____ Build a Sukkah
h) _____ Fast on the Fast of Esther
i) _____ Celebrate Israel Independence Day
72. Indicate the highest level of education you have attained:
a) _____ less than high school diploma or GED
b) _____ high school diploma or GED
c) _____ some college courses
d) _____ two year college degree
e) _____ four year college degree
f) _____ some graduate school
g) _____ graduate degree

73. Indicate the highest level of early childhood education (ECE) or child development education you have attained:
- a) _____ No ECE or child development beyond high school school
 - b) _____ AA or in ECE or child development
 - c) _____ MA/MS degree in ECE or child development
 - d) _____ Doctorate

During the past year, did you:

74. Attend synagogue on the High Holidays
- a) _____ Yes
 - b) _____ No
75. Attend synagogue on Shabbat at least twice a month
- a) _____ Yes
 - b) _____ No
76. Attend synagogue on holidays such as Sukkot, Passover or Shavuot
- a) _____ Yes
 - b) _____ No
77. Daven or attend synagogue daily
- a) _____ Yes
 - b) _____ No
78. Have you ever been to Israel?
- a) _____ Yes
 - b) _____ No
79. If yes, did you ever live in Israel for three months or longer?
- a) _____ Yes
 - b) _____ No
80. What kind of Jewish school, if any, did you attend before you were 13?
(Check all that apply)
- a) _____ One day/week supplementary school
 - b) _____ Two or more days/week supplementary school
 - c) _____ Day school or yeshiva
 - d) _____ School in Israel
 - e) _____ none
 - f) _____ Other (Specify) _____

81. What kind of Jewish school, if any, did you attend after you were 13 (before college)? (Check all that apply)
- a) ☐ One day/week supplementary school
 - b) ☐ Two or more days/week supplementary school
 - c) ☐ Day school or yeshiva
 - d) ☐ School in Israel
 - e) ☐ none
 - f) ☐ Other (Specify) _____
82. Did you attend a Jewish summer camp with mainly Jewish content or program?
- a) ☐ Yes
 - b) ☐ No
83. Did you belong to a Jewish youth group?
- a) ☐ Yes
 - b) ☐ No
84. After age 18, did you attend a yeshiva or women's equivalent?
- a) ☐ Yes
 - b) ☐ No
85. Have you earned any type of degree since high school?
- a) ☐ Yes
 - b) ☐ No

If yes, please specify all the degrees that you have earned since high school and the appropriate majors and minors for each degree.

	Type of Degree	Major(s)	Minor(s)
Two year degree (e.g., AA, ACD, etc)			
Degrees from teachers Seminary (non-university)			
Bachelors Degrees (e.g., BA, BS, etc)			
Masters Degrees (e.g., MA, MS, MSW, etc)			
Doctorates (e.g., PhD, EdD, Etc)			
Rabbinic Ordination or Smicha			
Other degrees			

86. Are you currently enrolled in a degree program?

a) _____ Yes

b) _____ No

If yes, for what degree? _____

In what Major? _____

Do you hold a professional license or certification in:

87. Jewish Education
a) ☐ Yes From where _____
b) ☐ No
88. General Education
a) ☐ Yes From where _____
b) ☐ No
89. Educational administration/supervision
a) ☐ Yes From where _____
b) ☐ No
- Other (specify) _____

Are you currently working toward a professional license or certification in:

90. Jewish Education
a) ☐ Yes From where _____
b) ☐ No
91. General Education
a) ☐ Yes From where _____
b) ☐ No
92. Educational administration/supervision
a) ☐ Yes From where _____
b) ☐ No
- Other (specify) _____
93. What is your sex?
a) ☐ Male
b) ☐ Female
94. What is your age?
a) ☐ Under 20 years
b) ☐ 20 - 29 years
c) ☐ 30 - 39 years
d) ☐ 40 - 49 years
e) ☐ 50 - 59 years
f) ☐ 60 year and over

95. Which of the following best describes your career plans over the next three years?

- a) _____ Continue working in my current teaching or administrative position at the same school
- b) _____ Continue in the same type of position at a different Jewish school
- c) _____ Move from a teaching position to an administrative position at a Jewish school (or vice versa)
- d) _____ Seek a position in Jewish education other than in a school (such as a central agency)
- e) _____ Seek an education position in a non-Jewish setting
- f) _____ Seek work outside of education
- g) _____ Not work
- h) _____ I don't know
- i) _____ Other (specify) _____

96. Which of the following benefits are available to you?

- a) _____ Free or reduced tuition for your children
- b) _____ Day Care
- c) _____ Free or reduced membership in a synagogue or JCC
- d) _____ Synagogue privileges, e.g., High Holiday Tickets
- e) _____ Funding to attend conferences, continuing Educ courses
- f) _____ Sabbatical leave (full or partial pay)
- g) _____ Disability benefits
- h) _____ Employer contributions to a health plan
- i) _____ Pension benefits
- j) _____ Other

97. What is your annual salary?

- a) _____ less than \$1,000
- b) _____ 1,000 - 4,999
- c) _____ 5,000 - 9,999
- d) _____ 10,000 - 19,999
- e) _____ 20,000 - 29,999
- f) _____ 30,000 - 39,000
- g) _____ 40,000 - 49,000
- h) _____ 50,000 - 59,000
- i) _____ 60,000 - 69,000
- j) _____ 70,000 - 79,000
- k) _____ 80,000 or more

IV. ASSISTANTS - Individual Assistant Survey

F. The following series of questions relate to the teacher assistants. Please have all assistants respond to these questions.

98. Are you Jewish?
a) _____ Yes
b) _____ No
99. At the present time, which best describes your Jewish affiliation?
a) _____ Reform
b) _____ Conservative
c) _____ Orthodox
d) _____ Reconstructionist
e) _____ Traditional
f) _____ Unaffiliated
g) _____ Other (specify) _____
100. Are you currently a member of a synagogue?
a) _____ Yes
b) _____ No
101. If yes, are you an educator in the synagogue where you are a member?
a) _____ Yes
b) _____ No
102. Which of the following do you usually observe? Check all that apply
a) _____ Light candles Friday evening
b) _____ Attend Passover Seder
c) _____ Keep kosher at home
d) _____ Light Hannukah candles
e) _____ Fast on Yom Kippur
f) _____ Observe Shabbat
g) _____ Build a Sukkah
h) _____ Fast on the Fast of Esther
i) _____ Celebrate Israel Independence Day
103. Indicate the highest level of education you have attained:
a) _____ less than high school diploma or GED
b) _____ high school diploma or GED
c) _____ some college courses
d) _____ two year college degree

- e) _____ four year college degree
- f) _____ some graduate school
- g) _____ graduate degree

104. Indicate the highest level of early childhood education (ECE) or child development education you have attained:
- a) _____ No ECE or child development beyond high school school
 - b) _____ AA or in ECE or child development
 - c) _____ MA/MS degree in ECE or child development
 - d) _____ Doctorate

During the past year, did you:

105. Attend synagogue on the High Holidays
- a) _____ Yes
 - b) _____ No
106. Attend synagogue on Shabbat at least twice a month
- a) _____ Yes
 - b) _____ No
107. Attend synagogue on holidays such as Sukkot, Passover or Shavuot
- a) _____ Yes
 - b) _____ No
108. Daven or attend synagogue daily
- a) _____ Yes
 - b) _____ No
109. Have you ever been to Israel?
- a) _____ Yes
 - b) _____ No
110. If yes, did you ever live in Israel for three months or longer?
- a) _____ Yes
 - b) _____ No
111. What kind of Jewish school, if any, did you attend before you were 13?
(Check all that apply)
- a) _____ One day/week supplementary school
 - b) _____ Two or more days/week supplementary school
 - c) _____ Day school or yeshiva
 - d) _____ School in Israel
 - e) _____ none
 - f) _____ Other (Specify) _____

112. What kind of Jewish school, if any, did you attend after you were 13 (before college)? (Check all that apply)
- a) ☐ One day/week supplementary school
 - b) ☐ Two or more days/week supplementary school
 - c) ☐ Day school or yeshiva
 - d) ☐ School in Israel
 - e) ☐ none
 - f) ☐ Other (Specify) _____
113. Did you attend a Jewish summer camp with mainly Jewish content or program?
- a) ☐ Yes
 - b) ☐ No
114. Did you belong to a Jewish youth group?
- a) ☐ Yes
 - b) ☐ No
115. After age 18, did you attend a yeshiva or women's equivalent?
- a) ☐ Yes
 - b) ☐ No
116. Have you earned any type of degree since high school?
- a) ☐ Yes
 - b) ☐ No

If yes, please specify all the degrees that you have earned since high school and the appropriate majors and minors for each degree.

	Type of Degree	Major(s)	Minor(s)
Two year degree (e.g., AA, ACD, etc)			
Degrees from teachers seminary (non-university)			
Bachelors Degrees (e.g., BA, BS, etc)			
Masters Degrees (e.g., MA, MS, MSW, etc)			
Doctorates (e.g., PhD, EdD, Etc)			
Rabbinic Ordination or Smicha			
Other degrees			

117. Are you currently enrolled in a degree program?

a) ☐ Yes

b) ☐ No

If yes, for what degree? _____

In what Major? _____

Do you hold a professional license or certification in:

118. Jewish Education

a) ☐ Yes

b) ☐ No

From where _____

119. General Education

a) ☐ Yes

b) ☐ No

From where _____

120. Educational administration/supervision

a) ☐ Yes

b) ☐ No

From where _____

Other (specify) _____

Are you currently working toward a professional license or certification in:

121. Jewish Education

a) ☐ Yes

b) ☐ No

From where _____

122. General Education

a) ☐ Yes

b) ☐ No

From where _____

123. Educational administration/supervision

a) ☐ Yes

b) ☐ No

From where _____

Other (specify) _____

124. What is your sex?

a) ☐ Male

b) ☐ Female

125. What is your age?

a) ☐ Under 20 years

b) ☐ 20 - 29 years

c) ☐ 30 - 39 years

d) ☐ 40 - 49 years

e) ☐ 50 - 59 years

f) ☐ 60 year and over

126. Which of the following best describes you career plans over the next three years?

a) ☐ Continue working in my current teaching or administrative

b) position at the same school

c) ☐ Continue in the same type of position at a different Jewish

d) school

e) ☐ Move from a teaching position to an administrative position

- f) ☐ at a Jewish school (or vice versa)
- g) ☐ Seek a position in Jewish education other than in a school
- h) ☐ (such as a central agency)

- i) ☐ Seek an education position in a non-Jewish setting
- j) ☐ Seek work outside of education
- k) ☐ Not work
- l) ☐ I don't know
- m) ☐ Other (specify) _____

127. Which of the following benefits are available to you?

- a) ☐ Free or reduced tuition for your children
- b) ☐ Day Care
- c) ☐ Free or reduced membership in a synagogue or JCC
- d) ☐ Synagogue privileges, e.g., High Holiday Tickets
- e) ☐ Funding to attend conferences, continuing Educ courses
- f) ☐ Sabbatical leave (full or partial pay)
- g) ☐ Disability benefits
- h) ☐ Employer contributions to a health plan
- i) ☐ Pension benefits
- j) ☐ Other

128. What is your annual salary?

- a) ☐ less than \$1,000
- b) ☐ 1,000 - 4,999
- c) ☐ 5,000 - 9,999
- d) ☐ 10,000 - 19,999
- e) ☐ 20,000 - 29,999
- f) ☐ 30,000 - 39,000
- g) ☐ 40,000 - 49,000
- h) ☐ 50,000 - 59,000
- i) ☐ 60,000 - 69,000
- j) ☐ 70,000 - 79,000
- k) ☐ 80,000 or more

Thank you very much for your valuable time and information

From: JECEP1@aol.com
Date: Wed, 25 Apr 2001 13:48:51 EDT
Subject: survey
To: <gamoran@ssc.wisc.edu>
X-Security: MIME headers sanitized on charles.ssc.wisc.edu
See <http://www.impsec.org/email-tools/procmail-security.html>
for details. \$Revision: 1.121 \$Date: 2000-10-07 11:32:56-07
X-Mailer: Unknown (No Version)

Adam, here is the first draft of the survey. I am a little embarrassed to email it to you as it will show you how little I know about survey design, but then if I knew I would not be using you as a consultant. Anyway, here is it. Please note the following:

1. section I and II #1-66 are all answered by the director. the attempt was to have her answer for her institution. I have questions about the validity of the results when done this way because directors don't seem to know this information, but it is earlier to collect.
2. section III and IV should be identical. they are questions we want teachers to answer for themselves if we go that route.
3. key points we want to know
 - number of Jewish faculty and Jewish students in programs
 - hours kids spend in school/childcare
 - credentials of teachers/assistants and childcare workers
 - kinds of educational programs
 - salary and benefits
4. you will notice that the background questions are the same as the CIJE study. I don't think we need all of that.

Tomorrow I will be reviewing this survey with the advisory committee. I will then get back to you with their suggestions and then it is yours to finalize. Once you have finished I will send it to David, hope this seems like a workable plan. thanks again

p.s. will send contract agreement soon. have ok to engage you by the partners. ilene



final survey.doc

From: JECEP1@aol.com
Date: Mon, 30 Apr 2001 18:58:07 EDT
Subject: Re: Survey
To: gamoran@ssc.wisc.edu
X-Security: MIME headers sanitized on charles.ssc.wisc.edu
See <http://www.impsec.org/email-tools/procmail-security.html>
for details. \$Revision: 1.121 \$Date: 2000-10-07 11:32:56-07
X-Mailer: AOL 6.0 for Windows US sub 10524

Adam, you are right on both accounts. Let me explain why. I had a conference call with several directors and early childhood professionals. we spent a lot of time discussing the responses and if we would be able to get responses from the teachers. They thought the directors would not be able to sit on the teachers and so we would not get much back. Unlike the CIJE where the surveys were given out and you waited until they finished and then collected them. They also felt that the directors had most of this info or could get or should have it.

The group also tried to focus the survey by asking what info did we need to make the case for the national community. They felt that asking info regarding the background was not really necessary, especially because we had the CIJE study for that info. SO they wanted to focus on salary, retention, retirement etc. They felt it was really important for the powers to be to understand that there are no potential teachers out there. If that is the case, then non Jewish teachers will be teaching in the preschools.

The first survey I thought we could send out a background piece just to teachers to reconfirm the CIJE info. I thought that would be helpful in making the case. We can still do that if you think we can just send it out and whoever responds responds.

With regard to the length, the 2nd is much shorter. today I got an email from one of the directors saying this was still too long and she would not respond to it. I am not sure I agree with if the cover letter is compelling and if we time taking it and tell them it will only take 30 minutes or so. I don't think we can go shorter and still accomplish what we want. I am looking to you for guidance with these issues. Ilene
Ilene C. Vogelstein, Director
Jewish Early Childhood Education Partnership
5800 Park Heights Avenue
Baltimore, Maryland 21215
410-578-6984 phone
410-466-1727 fax
JECEP1@aol.com

From: JECEP1@aol.com
Date: Tue, 08 May 2001 09:57:34 EDT
Subject: Re: survey
To: <gamoran@ssc.wisc.edu>
X-Mailer: Unknown (No Version)

Adam, thank you for your comments. I am reviewing them and re-working the survey based on them. I am, also sending the survey to David for his comments. I want to respond to your concern about the teachers. There is no way we can sit and get the teachers to respond to a survey. I think the best we can do is send the full survey to the directors, with some modifications, and in that packet a one page teacher survey re salary and benefits, ed level, etc. that they can fax back. Then we can hope to get the best of both.

We are also considering putting the survey on the web so that eventhough we will send it out, because while we have addresses we do not have email addresses, they will have the option of completing it on the web and sending it back that way. what do you think?

do you think there is a better way to design the survey - esthetically?

I am attaching our sample so you can see and help me decide how to pick the schools and locations. this info does not have school size, just numbers of schools in each state.

thank for your help. will send the survey back later this week. ilene

State	Conserv	Reform	Orthodox
AK		1	
AL		1	1
AZ	3	3	1
CA	19	29	25
CO	2	3	2
CT	4	5	5
DC		1	
DE	1		
FL	9	15	11
GA	2	5	3
IA			2
IL	7	9	10
IN	1	1	2
KY		2	1
LA		3	1
MA	21	9	11
MD	9	5	9
ME	1		1
MI	5	3	5
MN	1	1	2
MO	4	4	2
MS		1	
MT		1	
NC		3	2
NE	2		
NH	1		
NJ	37	24	36
NV			2
NY	48	29	184
OH	1	4	8
OK	1	2	1
OR	1	1	1
PA	18	10	9
RI	1	1	1
SC			3
TN		1	2
TX	3	6	5
VA	1	3	2
VT		1	
WA	1	1	2
WI			1
WV	1		
Total US	205	188	353
Ontario	3	5	20
Quebec	1	1	16
British Col	3		2
Manitoba	1		3
Total Canada	8	6	41

- ① Sampling / following procedure
(distribution issues)
- ② these do not encompass
all TCC press. right
about the 60-65.

5746

1/3 = 244

205

188

353

Bendin Common

JCL

20

170

?

From: JECEP1@aol.com
Date: Fri, 11 May 2001 11:17:47 EDT
Subject: revised survey
To: gamoran@ssc.wisc.edu, dkaplan@udel.edu
X-Security: MIME headers sanitized on charles.ssc.wisc.edu
See <http://www.impsec.org/email-tools/procmail-security.html>
for details. \$Revision: 1.121 \$Date: 2000-10-07 11:32:56-07
X-Mailer: AOL 6.0 for Windows US sub 10520
X-Status:

Adam and David,

Thank you for your comments on the survey. I have made some corrections based on your feedback and would appreciate you reviewing this next draft. I also have some questions for you. Please do not worry about the format as it will be cleaned up.

I. You continually asked me to keep in mind what I was trying to find out through the survey. Here are the issues we are trying to address. Please let me know if the questions will give us info on these.

1. Amount of turnover and reasons for turnover
2. Teacher credentials
3. Time children spend in school, before school and after schoolcare
4. Teacher and assistant salaries and benefits
5. Number of Jewish students in the school
6. Number of Jewish teachers

II. Do we need q8 for internal consistency or can we just do the math from q6 and q7

III. I am not sure how to distinguish full and part time. By work hours or total school hours? Any suggestions

IV. Based on the concern of having the directors speak for the teachers and try to indicate the teachers' credential, what do you think about when we send the survey to the directors; we enclose a one page for the teachers.

V. Why should we add "check all that apply" to Q2

VI. Q32a some directors are teacher/directors. I changed the wording somewhat to address that issue.

VII. Q11 most teachers work 10 months. Some work 12 months. We could simply if by just asking for 10 month salaries as very few work 12 months unless they are working in the camp. What do you think?

VIII. I will write an intro and let you review it.

Thankx for your help. I really want to make sure we have a quality survey that will yield reliable and valid info.

From: JECEP1@aol.com
Date: Sat, 19 May 2001 23:46:22 EDT
Subject: Re: revised survey
To: gamoran@ssc.wisc.edu
CC: dkaplan@udel.edu
X-Security: MIME headers sanitized on charles.ssc.wisc.edu
See <http://www.impsec.org/email-tools/procmail-security.html>
for details. \$Revision: 1.121 \$Date: 2000-10-07 11:32:56-07
X-Mailer: AOL 6.0 for Windows US sub 10524

Adam,
thank you for your comments re the sample. the list comes from each denominations directory of schools/congregations, plus JESNA's database. the schools that are missing are the JCC schools. they have promised to send us that info, but have a very bad reputation for delivering and sharing info. They are concerned that they will look bad, especially with regard to the number of non Jewish teachers and I have assured them that we are interested in the whole picture and not trying to analyze the data to place blame. we shall see if they come through. it would be bad for them politically if they did not.

I would love to schedule a conference call. I am available all this coming week. Let me know what day and time is good for you and then we can check with David. I will try to resend the revised survey. I am having difficulty opening the file and may have to redo it. I will send it to you and David on Monday. ilene

Ilene C. Vogelstein, Director
Jewish Early Childhood Education Partnership
5800 Park Heights Avenue
Baltimore, Maryland 21215
410-578-6984 phone
410-466-1727 fax
JECEP1@aol.com

I. INSTITUTION - the following questions relate to your institution.

[illegible]

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

5. Please indicate the starting time and ending time of the school day program for each age group.

Start time:

	9:00	9:30	10	10:30	11:00	11:30
0 -2						
3 yr olds						
4 yr olds						
5 yr olds						
6 yr olds						

End Time:

	11	11:30	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00
0 -2											
3 yr olds											
4 yr olds											
5 yr olds											
6 yr olds											

6. What was the total student enrollment for the 1999 - 2000 school year?

_____ Total enrollment

7. What is the total student enrollment for the 2000-2001 school year?

_____ Total enrollment (Total should match total of a-f below)

Total enrollment for children ages:

- a. _____ 0-18 months
- b. _____ 2 years
- c. _____ 3 years
- d. _____ 4 years
- e. _____ 5 years
- f. _____ 6 years

8. What is the expected enrollment for the 2001 - 2002 school year?

_____ Expected enrollment

9. What is the total number of Jewish children in your Center for the 2000-2001 school year?

_____ Total Jewish children (Total should match total of a-f below)

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

Total number of Jewish children ages:

- a) _____ 0-18 months
- b) _____ 2 years
- c) _____ 3 years
- d) _____ 4 years
- e) _____ 5 years
- f) _____ 6 years

10. What is the total number of non-Jewish children in your Center for the 2000-2001 school year?

_____ Total Non Jewish Children (Total should match total of a - f below)

11. Total number of non-Jewish children age:

- a) _____ 0-18 months
- b) _____ 2 year olds
- c) _____ 3 year olds
- d) _____ 4 year olds
- e) _____ 5 year olds
- f) _____ 6 year olds

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

II. FACULTY/STAFF - The following questions relate to your faculty.

12. _____ How many teachers are working in your school?

- a) _____ Male teachers
- b) _____ Female teachers
- c) _____ Jewish teachers
- d) _____ Non-Jewish teachers
- e) _____ Full time teachers
- f) _____ Part time teachers

13. _____ How many Assistants are working in your school?

- a) _____ Male assistants
- b) _____ Female assistants
- c) _____ Jewish assistants
- d) _____ Non-Jewish assistants
- e) _____ Full Time assistants
- f) _____ Part Time assistants

14. Please indicate the **number** of teachers and assistants holding the specified degree in each category (highest level of secular education):

	Teachers	Assistants
High School		
GED		
AA (2 yr degree)		
BA/ BS (4 yr degree) In non-ECE field		
BA/BS (4 yr degree) In ECE field		
MA OR MS or equivalent In non-ECE field		
MA OR MS or equivalent In ECE field		
CDA		
Doctorate PhD, EdD		
Don't Know		

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

15. Please indicate the **number** of teachers and assistants holding these degrees (highest level of Jewish education)

	Teacher	Assistant
BA in Jewish Education		
MA in Jewish Education		
College Level Courses		
Post High School/Seminary Or Yeshiva		
Yeshiva/Day High School		
Afternoon Hebrew High School		
Yeshiva/Day (Elementary & Middle School)		
Afternoon Hebrew School		
Don't Know		

16. Please indicate the **number** of teachers/assistants employed 10 months who earn the following (excluding benefits):

	Teachers	Assistants
Under \$10,000		
10,000 - 19,999		
20,000 - 29,999		
30,000 - 39,000		
40,000 - 49,000		
\$50,000 or more		

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

17. Indicate the **number** of teachers/assistants employed 12 months (not including camp) who earn the following (excluding benefits):

	Teachers	Assistants
Under \$10,000		
10,000 - 19,999		
20,000 - 29,999		
30,000 - 39,000		
40,000 - 49,000		
\$50,000 or more		

18. Indicate which of the following benefits are **available** to your teachers/assistants:

	Teachers	Assistants
Free or reduced tuition in day school or Religious school		
Free or reduced tuition for children in Day Care		
Free or reduced membership in Synagogue or JCC		
Synagogue Privileges, e.g., High holiday tickets		
Funding for conferences or continuing Education		
Sabbatical leave		
Disability benefits		
Employer contributions to A health plan		
Pension benefits		
Life Insurance		
Other		

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

19. As a total package, have the salaries of your teachers/assistants increased in the last year?

- a) _____ Yes
- b) _____ No

20. If yes, by what percentage?

- a) _____ 2%
- b) _____ 3%
- c) _____ 4%
- d) _____ 5%
- e) _____ 5%+

21. As a total package, have the benefits of your teachers/assistants increased in the last year?

- a) _____ Yes
- b) _____ No

22. If yes, by what percentage?

- a) _____ 2%
- b) _____ 3%
- c) _____ 4%
- d) _____ 5%
- e) _____ 5%+

23. One concern some directors have is that their teachers' religious beliefs are consistent with the school's religious philosophy. Does this concern you?

- a) _____ Yes
- b) _____ No

24. If yes, how many of your teachers/assistants share personal beliefs that match the religious philosophy of the school?

- a) _____ Teachers
- b) _____ Assistants

25. Please indicate the number of teachers in your program who are:

- a) _____ Under 20 years of age
- b) _____ Between 20 & 29 years
- c) _____ Between 30 & 39 years
- d) _____ Between 40 & 49 years
- e) _____ Between 50 & 59 years
- f) _____ 60 years and over

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

26. Please indicate the how many before and after school caregivers hold the specified credentials:

	Some High School	High School Diploma	GED	Some College	AA	BA (not ECE)	BA ECE	MA (Not ECE)	MA ECE
Before school caregiver									
After School caregiver									



**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

III. STAFF TURNOVER - the following questions relate to staff turnover at your Center

27. Here are some reasons why professionals decide to leave the profession. Of those professionals who have left your school, please indicate the frequency of each reason using the numbers 1-7, with 1 being least often used, and 7 being most often used.

- a) _____ Poor salaries
- b) _____ Low status
- c) _____ Poor job satisfaction
- d) _____ Limited career ladder
- e) _____ Few benefits
- f) _____ Did not like
- g) _____ Little opportunity for professional growth

28. How many teachers/assistants have left your center in the past 12 months?

- a) _____ Teachers
- b) _____ Assistants
- c) _____ None

29. Thinking about the last time your center tried to fill a vacancy, how long was it from the time a teacher left until a permanent replacement was hired:

- a) _____ less than a week
- b) _____ one to four weeks
- c) _____ four to eight weeks
- d) _____ eight weeks or more

30. How many teachers were you missing at the beginning of this school year?
_____ teachers

31. How many teachers are leaving at the end of the school year?
_____ teachers

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

32. Indicate the number of teachers/assistants planning to retire within

	Teachers	Assistants
The Next 3 years		
4 - 6 years		
7 - 12 years		
Don't know		

33. How satisfied are you with the Judaic qualifications of the new teachers/assistants you are hiring?

- a) _____ Very
- b) _____ Somewhat
- c) _____ Not at all

34. How satisfied are you with the ECE qualifications of the new teachers/assistants you are hiring?

- a) _____ Very
- b) _____ Somewhat
- c) _____ Not at all

35. Indicate the number of teachers/assistants who left your center in the past three years to:

	Teachers	Assistants
Work in public school		
Retire		
Go into a different field		
Start a family		
Illness		

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

IV. DIRECTORS - The following questions relate to your position as director of the Center and your background

36. Are you Jewish?

- a) _____ Yes
- b) _____ No

37. Which of the following best describes your career plans over the next three years?

- a) _____ Continue working in my current administrative position at the same school
- b) _____ Continue in the same type of position at a different Jewish school
- c) _____ Move from an administrative position to a teaching position at a Jewish school
- d) _____ Seek a position in Jewish education other than in a school (such as a central agency)
- e) _____ Seek an education position in a non-Jewish setting
- f) _____ Seek work outside of education
- g) _____ Not work
- h) _____ I don't know
- i) _____ Other (specify) _____

38. Please indicate the highest level of **early childhood education** or **child development education** you have attained:

- a) _____ No ECE or child development beyond high school
- b) _____ AA or in ECE or child development
- c) _____ BA/BS degree in ECE or child development
- d) _____ MA/MS degree in ECE or child development
- e) _____ Doctorate

39. Please indicate the highest level of **Jewish education** you have attained:

- a) _____ BA/MA in Jewish studies
- b) _____ Post high school yeshiva or seminary
- c) _____ Yehsiva/Day high school
- d) _____ Afternoon Hebrew high school
- e) _____ Yeshiva/Day (elementary)
- f) _____ Afternoon Hebrew (elementary)
- g) _____ Don't know

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

40. Please indicate the highest level of **general education** you have attained:

- a) _____ MA/MS
- b) _____ BA/BS
- c) _____ AA Degree
- d) _____ High school diploma
- e) _____ Certificate in Administration or Supervision

41. Do you have a certificate/degree in educational administration/leadership?

- a) _____ Yes
- b) _____ No

42. What is your annual salary as Director?

- a) _____ Less than \$30,000
- b) _____ 30,000 - 39,000
- c) _____ 40,000 - 49,000
- d) _____ 50,000 - 59,000
- e) _____ 60,000 - 69,000
- f) _____ 70,000 - 79,000
- g) _____ 80,000 or more

43. When do you plan to retire?

- a) _____ 1 - 3 years
- b) _____ 4 - 6 years
- c) _____ as soon as I find a replacement
- d) _____ no plans to retire in the foreseeable future

From: JECEP1@aol.com
Date: Thu, 31 May 2001 14:06:29 EDT
Subject: survey questions
To: gamoran@ssc.wisc.edu
X-Security: MIME headers sanitized on charles.ssc.wisc.edu
See <http://www.impsec.org/email-tools/procmail-security.html>
for details. \$Revision: 1.121 \$Date: 2000-10-07 11:32:56-07
X-Mailer: AOL 6.0 for Windows US sub 10524

Adam, Q4,5,and 6 are too complicated, time consuming and difficult for the directors

What we want to know if how long kids stay at the centers. will this question adequately get that answer and replace the other 3 questions

We are interested in finding out how much time children are spending at your center/program each week. Please complete the following:

how many 2 year olds spend	15 or less a week _____
	between 16 and 30
hours a week	
	between 31 and 40
hours a week	
	more than 40 hours a
week	
how many 3 year olds spend..	same options
how many 4 years olds spend...	
how many 5 year olds spend..	
how many 6 year olds spend .	

Thanks for your feedback. Otherwise I think it is ready to go. Tomorrow we get the final list of JCC schools and we are ready for the sample 300 is the number we can handle. ilene

Ilene C. Vogelstein, Director
Jewish Early Childhood Education Partnership
5800 Park Heights Avenue
Baltimore, Maryland 21215
410-578-6984 phone
410-466-1727 fax
JECEP1@aol.com

Dear Jewish Early Childhood Director,

No one in the Jewish community knows better than you that there is a personnel crisis in Jewish early childhood education. No one knows better than you that Jewish early childhood education can be the most powerful Jewish educational experience a child and their family can have. No one knows better than you that a quality early childhood education is essential for the overall development of a young child.

It is time for the national Jewish community to know what you know. The Jewish Early Childhood Education Partnership (JECEP), a partnership of 6 national Jewish foundations, has taken the initiative of advocating for and informing local and national Jewish leaders about the importance of Jewish early childhood education. (See enclosed press release.) We expect the support of these influential foundations will give credibility to the field of Jewish early childhood education and will be the catalyst for seriously addressing the major issues facing the Jewish early childhood profession.

But in order to be a strong advocate, we need to know more about the programs, the teachers, students and directors in the field. Enclosed you will find a survey. This survey is being sent to 300 directors of Jewish early childhood programs. **YOUR RESPONSE IS CRITICAL.** If you are a Conservative congregation, you may have recently received a survey from JEA. Please complete this one as well as we are focusing **only** on Jewish early childhood education. Please complete the survey as quickly as possible and return it in the enclosed self-addressed envelope no later than June 30, 2001. You may also complete this survey online at www.jeccep.org. A token gift will be sent to every director that returns his or her survey by the June 30th deadline.

Please note that the information provided will be used to determine national trends and issues. Your school will have complete anonymity. Thank you for your cooperation and participation. We are hopeful that the information we glean from this study will significantly impact on the way the national Jewish leadership views Jewish early childhood education and that more resources will be directed toward this important educational experience.

The data will be released in statistical summaries and neither schools nor individuals will be identified.

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

CODE# _____

I. INSTITUTION - the following questions relate to your institution.

1. What is the affiliation of your school?

a) Synagogue

_____ Conservative

_____ Orthodox

_____ Reform

_____ Reconstructionist

b) _____ Community / Independent

c) _____ JCC / Y

d) _____ Other

2. We are trying to identify the variety of options available within Jewish early childhood education programs. Does your school distinguish between the formal school program and before and after school care?

a) _____ yes

b) _____ no

3. During what time periods(s) does your program(s) take place?

a) Before school/early drop off program

Start Time _____

End Time _____

b) School Day (longest class day)

Start Time _____

End Time _____

c) After school/late stay program

Start Time _____

End Time _____

4. We are interested in finding out how much time children spend at a center when they are not in a formal school program. For children arriving for before school care, please indicate approximately how many arrive at the following times:

	7:00 a.m.	7:30 a.m.	8:00 a.m.	8:30 a.m.	9:00 a.m.
0 -2					
3 yr olds					
4 yr olds					
5 yr olds					
6 yr olds					

7. We would like to know about the kinds of programs your institution offers. Please list each class/program, its hours, the number of times it meets, and the number of children in the program for each age group.

more
space

_____ Total enrollment

_____ Total enrollment (Total should match total of a-f below)

a. _____ 0-18 months
b. _____ 2 years
c. _____ 3 years
d. _____ 4 years
e. _____ 5 years
f. _____ 6 years

Expected enrollment

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

11. What is the total number of Jewish children in your Center for the 2000-2001 school year?
_____ Total Jewish children (Total should match total of a-f below)

Total number of Jewish children ages:

- a) _____ 0-18 months
- b) _____ 2 years
- c) _____ 3 years
- d) _____ 4 years
- e) _____ 5 years
- f) _____ 6 years

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

15. Please indicate how many teachers and assistants hold the specified credentials as their highest level of **secular** education:

	High School Diploma	GED	AA (2 yr degree)	BA/BS (4yr degree) in non ece field	BA/BS (4yr degree) in ece field	MA/MS Or equiv in non ece field	MA/MS Or equiv in ece field	Child Development Associate (CDA)	Doctorate PhD, EdD	Don't Know
Teachers										
Assistants										

16. Please specify how many teachers and assistants hold the specified credentials as their highest level of **Judaic** education:

	MA in Jewish Education	BA in Jewish Education	Yeshiva/Day High School	Afternoon Hebrew High School	Yeshiva/Day (Elementary & Middle School)	Afternoon Hebrew School (Elementary & Middle School)	Don't Know
Teachers							
Assistants							

17. How many teachers/assistants in your school are employed for:

- a) _____ 10 months
- b) _____ 12 months (not including camp)
- c) _____ 12 months (including camp)

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

18. Please indicate the **number** of teachers/assistants employed 10 months who earn the following (excluding benefits):

	Teachers	Assistants
Under \$10,000		
10,000 - 19,999		
20,000 - 29,999		
30,000 - 39,000		
40,000 - 49,000		
\$50,000 or more		

19. Indicate the **number** of teachers/assistants employed 12 months (not including camp) who earn the following (excluding benefits):

	Teachers	Assistants
Under \$10,000		
10,000 - 19,999		
20,000 - 29,999		
30,000 - 39,000		
40,000 - 49,000		
\$50,000 or more		

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

20. Indicate which of the following benefits are **available** to your teachers/assistants:

	Teachers	Assistants
Free or reduced tuition in day school or Religious school		
Free or reduced tuition for children in Day Care		
Free or reduced membership in Synagogue or JCC		
Synagogue Privileges, e.g., High holiday tickets		
Funding for conferences or continuing Education		
Sabbatical leave		
Disability benefits		
Employer contributions to A health plan		
Pension benefits		
Life Insurance		
Other		

21. Have the salaries of your teachers/assistants increased in the last year?

- a) _____ Yes
b) _____ No

22. If yes, by what percentage?

_____ %

23. Have the benefits of your teachers/assistants increased in the last year?

- a) _____ Yes
b) _____ No

24. If yes, by what percentage?

_____ %

25. One concern some directors have is that their teachers' religious beliefs are consistent with the school's religious philosophy. Does this concern you?

- a) _____ Yes
b) _____ No

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

26. If yes, how many of your teachers/assistants share personal beliefs that match the religious philosophy of the school?

- a) _____ Teachers
- b) _____ Assistants

27. Please indicate the number of teachers in your program who are:

- a) _____ Under 20 years of age
- b) _____ Between 20 & 29 years
- c) _____ Between 30 & 39 years
- d) _____ Between 40 & 49 years
- e) _____ Between 50 & 59 years
- f) _____ 60 years and over

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

III. STAFF TURNOVER - the following questions relate to staff turnover at your Center

28. Here are some reasons why professionals decide to leave the profession. Of those professionals who have left your school, please indicate the frequency of each reason using the numbers 1-7, with 1 being least often used, and 7 being most often used.

- a) _____ Poor salaries
- b) _____ Low status
- c) _____ Poor job satisfaction
- d) _____ Limited career ladder
- e) _____ Few benefits
- f) _____ Did not like
- g) _____ Little opportunity for professional growth

29. How many teachers/assistants have left your center in the past 12 months?

- a) _____ Teachers
- b) _____ Assistants
- c) _____ None

30. Thinking about the last time your center tried to fill a vacancy, how long was it from the time a teacher left until a permanent replacement was hired:

- a) _____ less than a week
- b) _____ one to four weeks
- c) _____ four to eight weeks
- d) _____ eight weeks or more

31. How many teachers were you missing at the beginning of this school year?
_____ teachers

32. How many teachers are leaving at the end of the school year?
_____ teachers

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

33. Indicate the number of teachers/assistants planning to retire within

	Teachers	Assistants
The Next 3 years		
4 - 6 years		
7 - 12 years		
Don't know		

34. How satisfied are you with the Judaic qualifications of the new teachers/assistants you are hiring?

- a) _____ Very
- b) _____ Somewhat
- c) _____ Not at all

35. How satisfied are you with the ECE qualifications of the new teachers/assistants you are hiring?

- a) _____ Very
- b) _____ Somewhat
- c) _____ Not at all

36. Indicate the number of teachers/assistants who left your center in the past three years to:

	Teachers	Assistants
Work in public school		
Retire		
Go into a different field		
Start a family		
Illness		
Other, please indicate reason		

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

IV. DIRECTORS - The following questions relate to your position as director of the Center and your background

37. Are you Jewish?

- a) _____ Yes
- b) _____ No

38. Which of the following best describes your career plans over the next three years?

- a) _____ Continue working in my current administrative position at the same school
- b) _____ Continue in the same type of position at a different Jewish school
- c) _____ Move from an administrative position to a teaching position at a Jewish school
- d) _____ Seek a position in Jewish education other than in a school (such as a central agency)
- e) _____ Seek an education position in a non-Jewish setting
- f) _____ Seek work outside of education
- g) _____ Not work
- h) _____ I don't know
- i) _____ Other (specify) _____

39. Please indicate the highest level of **early childhood education** or **child development education** you have attained:

- a) _____ No ECE or child development beyond high school school
- b) _____ AA or in ECE or child development
- c) _____ BA/BS degree in ECE or child development
- d) _____ MA/MS degree in ECE or child development
- e) _____ Doctorate

40. Please indicate the highest level of **Jewish education** you have attained:

- a) _____ BA/MA in Jewish studies
- b) _____ Post high school yeshiva or seminary
- c) _____ Yehsiva/Day high school
- d) _____ Afternoon Hebrew high school
- e) _____ Yeshiva/Day (elementary)
- f) _____ Afternoon Hebrew (elementary)
- g) _____ Don't know

**JEWISH EARLY CHILDHOOD EDUCATION PARTNERSHIP
EARLY CHILDHOOD SURVEY**

41. Please indicate the highest level of **general education** you have attained:

- a) _____ MA/MS
- b) _____ BA/BS
- c) _____ AA Degree
- d) _____ High school diploma
- e) _____ Certificate in Administration or Supervision

42. Do you have a certificate/degree in educational administration/leadership?

- a) _____ Yes
- b) _____ No

43. What is your annual salary as Director?

- a) _____ Less than \$30,000
- b) _____ 30,000 - 39,000
- c) _____ 40,000 - 49,000
- d) _____ 50,000 - 59,000
- e) _____ 60,000 - 69,000
- f) _____ 70,000 - 79,000
- g) _____ 80,000 or more

need \$+/pt?

44. When do you plan to retire?

- a) _____ 1 - 3 years
- b) _____ 4 - 6 years
- c) _____ as soon as I find a replacement
- d) _____ no plans to retire in the foreseeable future

From: JECEP1@aol.com
Date: Sat, 12 Jan 2002 23:47:45 EST
Subject: survey
To: gamoran@ssc.wisc.edu
X-Security: MIME headers sanitized on charles.ssc.wisc.edu
See <http://www.impsec.org/email-tools/sanitizer-intro.html>
for details. \$Revision: 1.133 \$Date: 2002-01-05 17:09:21-08
X-Mailer: AOL 6.0 for Windows US sub 10552

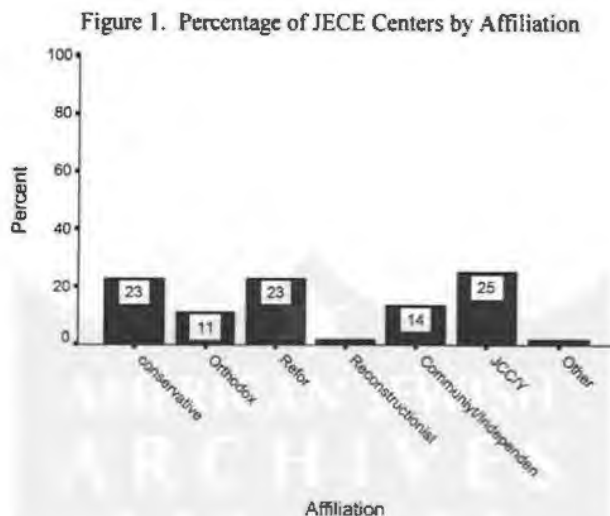
Adam, how are you? hope things are going well for you. I spoke with David and asked him if it would be ok you to review the data from our survey and give me some feedback on structure of the reporting, trends, implications, etc. He said that was fine with him. Here is draft #2. Please let me know if you are willing and have the time to review it for me. I am also sending a copy to Gail. Is there anyone else who you think could review this for me. thankx. ilene

Ilene Vogelstein, Director
Jewish Early Childhood Education Partnership
5800 Park Heights Avenue
Baltimore, Maryland 21215
410-578-6984 phone
410-466-1727 fax
web address: www.jecp.org
email address: jecp1@aol.com

To move from data to policy
orient around the most answered

Demographics of Jewish Early Childhood Education Centers

- This study surveyed 152 centers in 28 States that provide early childhood education services. Centers spanned the range of affiliations, including Orthodox, Conservative, Reform, Reconstructionist, Community/Independent, and JCC/Y's. Figure 1 shows the percentage of Jewish early childhood education programs by their affiliation.



- Figure 1 shows that Conservative, Reform and JCC/Y affiliated centers constituted approximately 75% of the sample of centers.
- The average length of time that the centers have been in operation has been approximately 27 years with a range from only a few months to a maximum of 99 years. The length of time that centers have been in operation varies by the affiliation of the center. Centers that have been in operation for the shortest amount of time are affiliated with the Reconstructionist movement ($max = 26$ years). Those that have been in operation for the longest periods of time are JCC/Y ($max = 90$ years) or those affiliated with the Conservative movement ($max = 99$ years).

Number of Employees

- Figures x compares the total number of teachers to the total number of assistants across affiliation. Figures x and x compare Jewish teachers and assistants to non-Jewish teachers and assistants across center affiliations

Figure x. Total number of teachers and assistants by affiliation

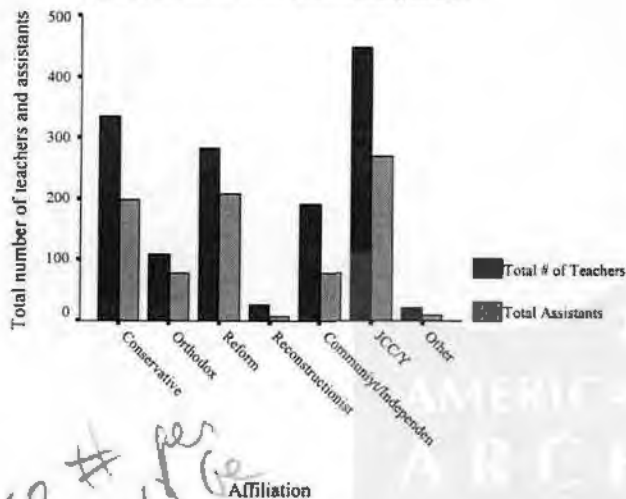


Figure x. Total number of Jewish and Non-Jewish teachers by affiliation

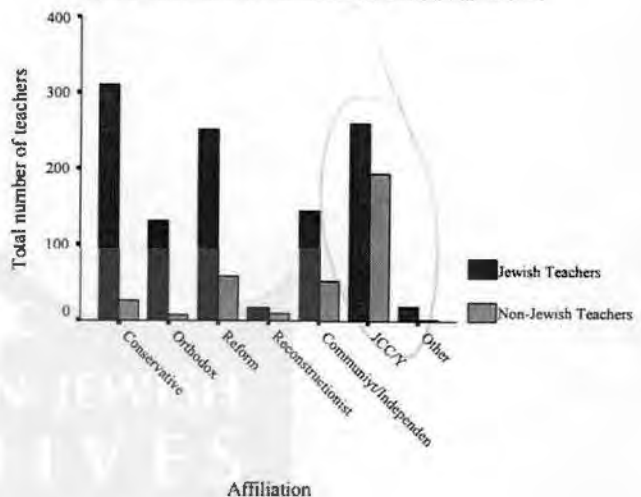
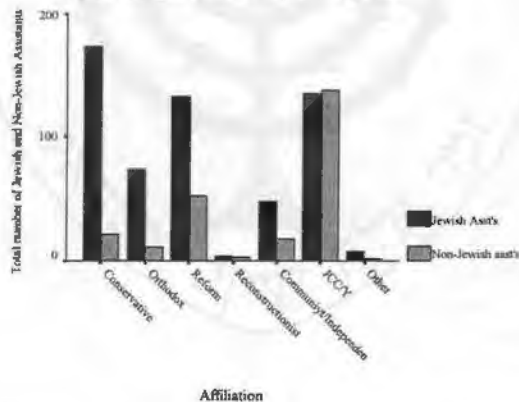


Figure x. Total number of Jewish and Non-Jewish assistants by affiliation



- These figures show that generally centers employ more teachers than assistants, and that in general there are more Jewish teachers and assistants than there are non-Jewish teachers and assistants. An exception appears to be JCC/Y centers where the number of Jewish and non-Jewish assistants are almost equal.

Mean pt is high # non-J ts
in JCC centers

average # per
center would be
more illuminating
- espec following
centers

• Enrollment Statistics

- Figures 2 and 3 show the enrollment for the total number of children and enrollment of Jewish children.

Figure 2. Total enrollment by age of child

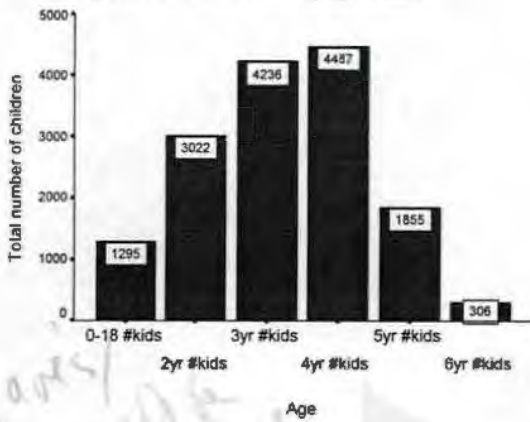
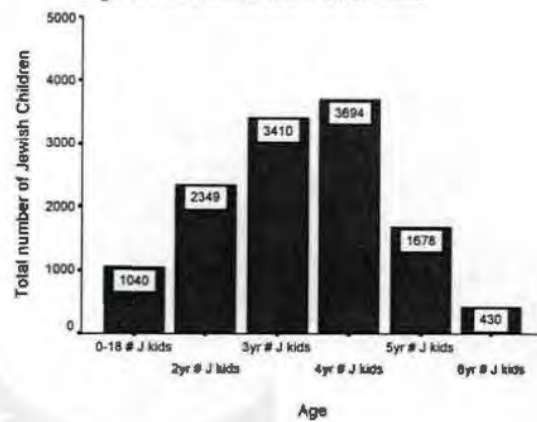


Figure 3. Enrollment of Jewish Children



- These figures show that the majority of children range from 2 to 4 years of age. Total Jewish enrollment also shows similar trends.
- Figure 4 shows the total enrollment and Jewish enrollment by affiliation of the center.

Figure x. Total enrollment by affiliation

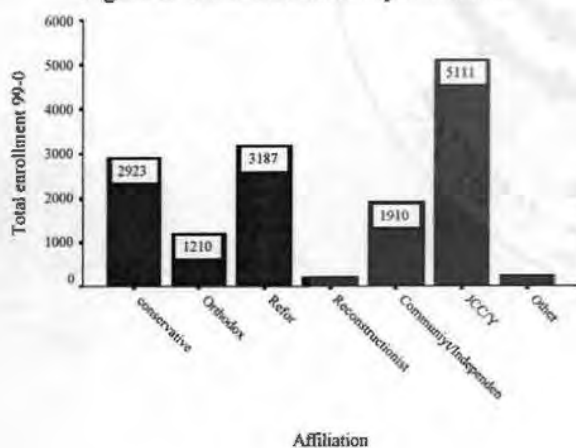
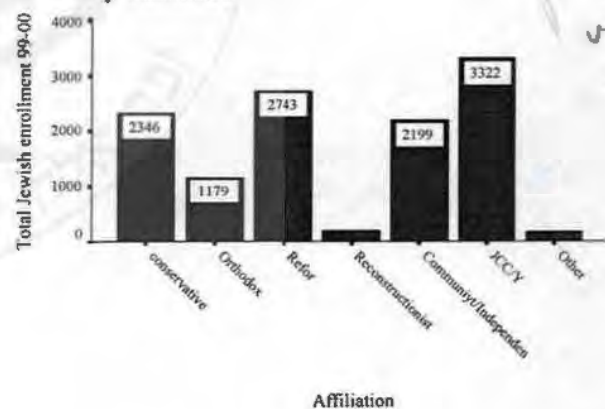


Figure x. Total Jewish enrollment by affiliation



- It can be seen that total enrollment and Jewish enrollment by affiliation follow the same pattern. Most children are in Conservative, Reform, and JCC/Y centers.

- Figures x and x show the trend in total enrollment and Jewish enrollment for 99-00 and 00-01 school years.

Figure x. Total 99-00 and 00-01 enrollment

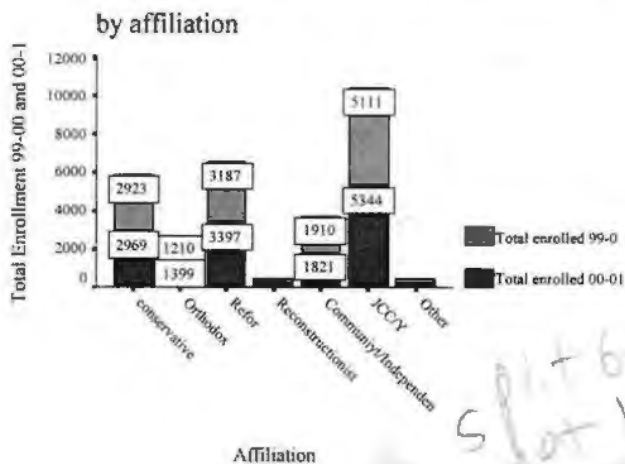
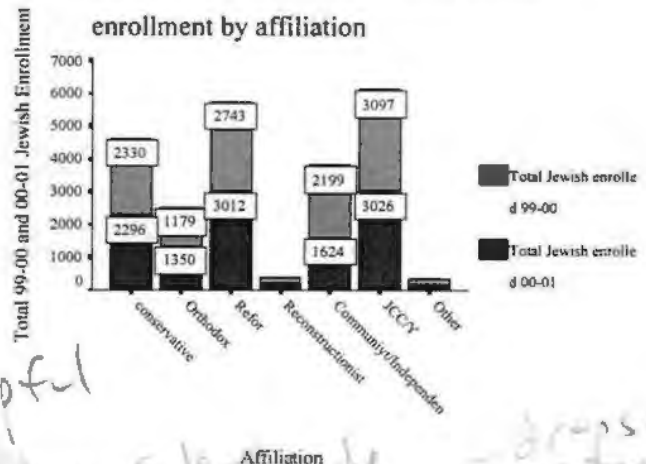


Figure x. Total 99-00 and 00-01 Jewish enrollment by affiliation



- These figures show increases in total enrollment from 99-00 to 00-01 across affiliations with the exception of a slight drop in total enrollment in the Community/Independent centers.
- In contrast, it appears that there were drops in Jewish enrollment in Conservative, Community/Independent, and JCC/Y centers, with the drop being more noticeable for the Community/Independent centers.
- Data from the 152 centers also show that the 99-00 school year average percentage of Jewish children to the total number of children in the sample was 84% and in the 00-01 school year it was 85%.
- Figures x and x show the 00-01 versus expected 01-02 total enrollment and Jewish enrollment by affiliation.

Figure x. Total 00-01 and Expected 01-02 enrollment

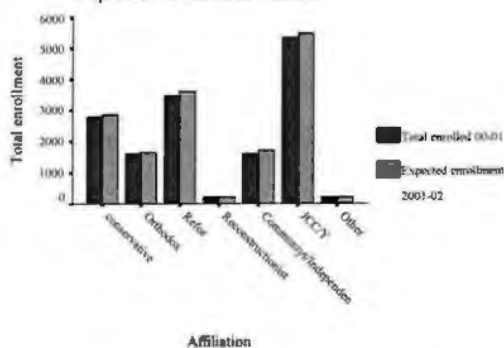
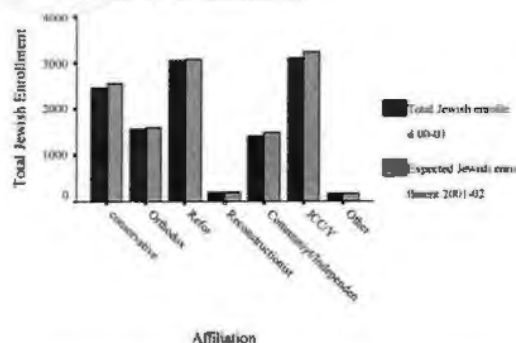


Figure x. Total Jewish 00-01 and Expected Jewish 01-02 Enrollment



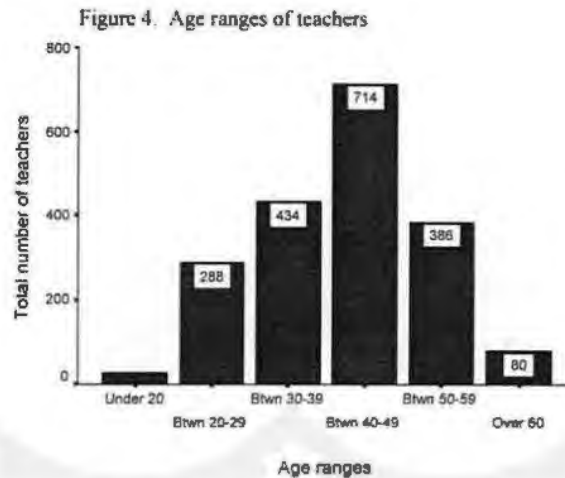
- These figures show virtually no difference between the current 00-01 and expected 01-02 enrollment, regardless of affiliation. Each affiliation expects a stable enrollment.

Characteristics of the Staff

- In this section, we provide information on the characteristics of the staff, including age, educational level, number of years teaching.

Age

- Figure 4 shows the age ranges of the teachers in the sample



- Although for the total sample, the majority of teachers range in age between 30 and 59, this trend does vary by the affiliation of the center. In particular, the survey suggests that teachers in Orthodox affiliated centers are more evenly distributed across age ranges with most teachers in their 20s.

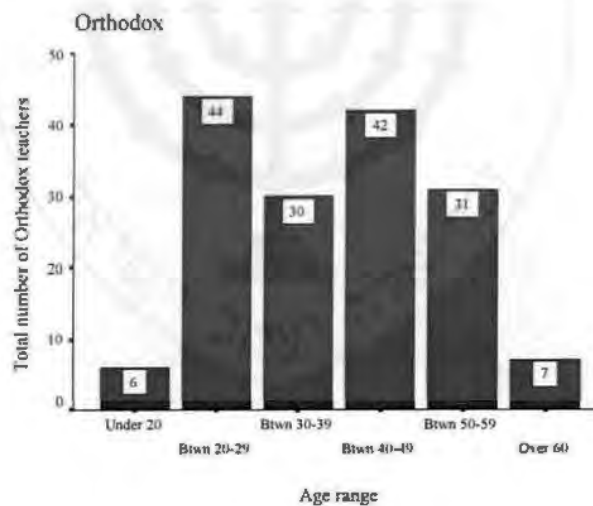


Figure 5. Educational Attainment of Teachers

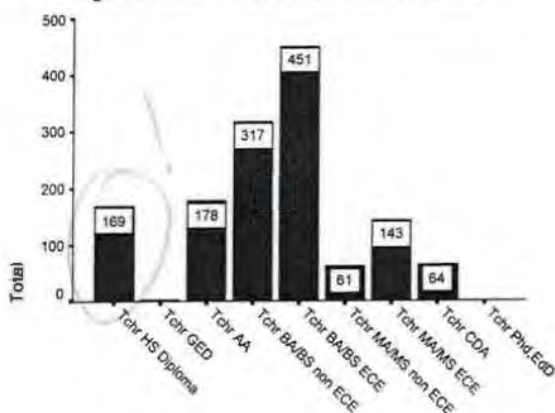


Figure 6. Educational Attainment of Assistants

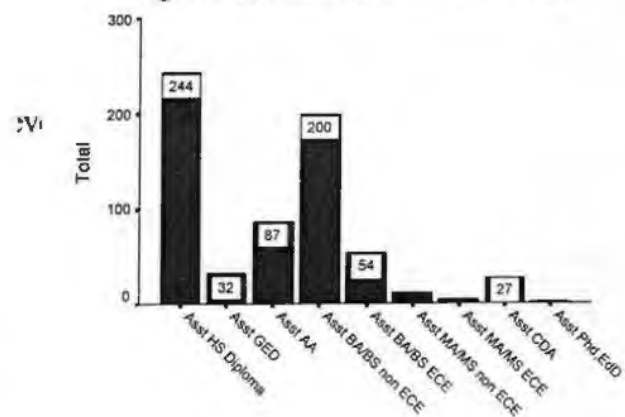


Figure 7 Educational Attainment of Before-School Providers

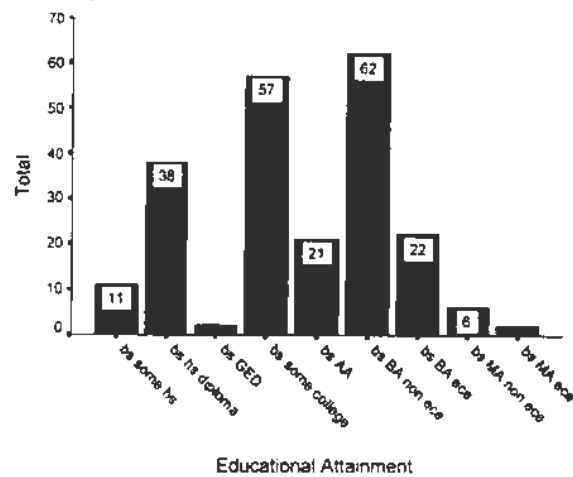
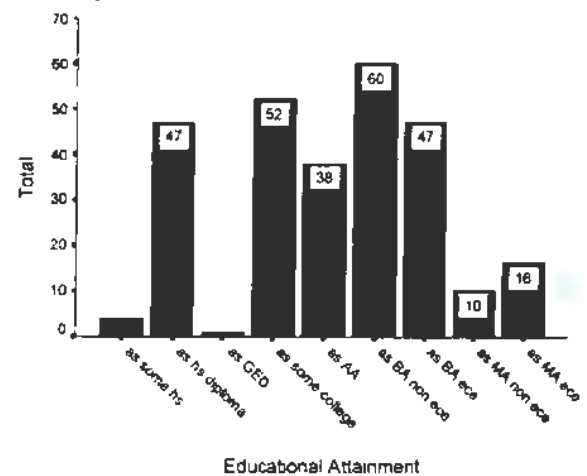


Figure 8 Educational Attainment of After-School Providers

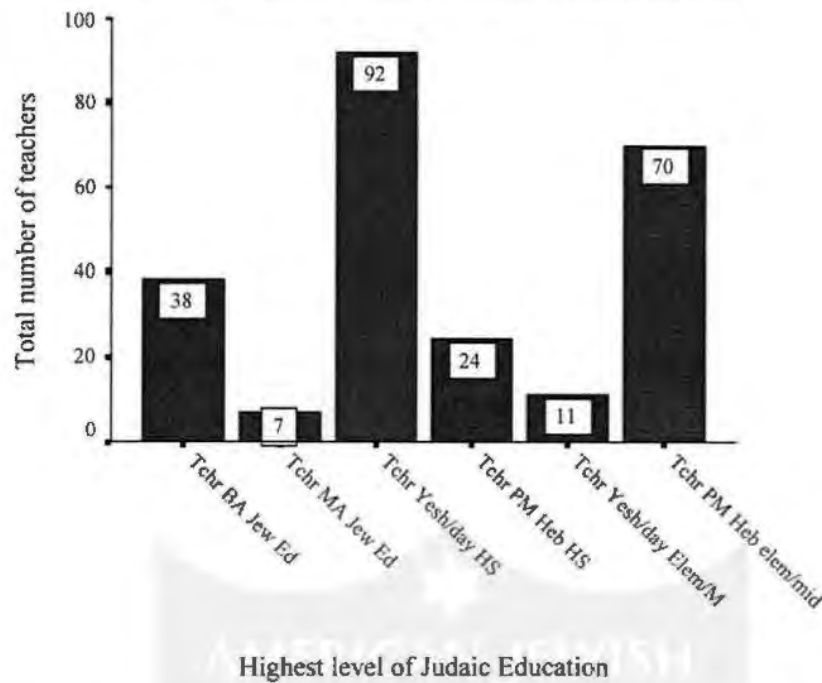


- These figures show that the most teachers have a BA or BS along with credentials in early childhood education. Most teaching assistants, on the other hand, have a high school diploma, or a BA/BS but without credentials in early childhood education.
- Regarding before-school caregivers, most have a BA without credentials in early childhood education. The educational attainment levels of after-school caregivers, on the other hand, are more evenly distributed, yet most do not have a early childhood education credentials.

Education (cont'd)

- Figure x presents the number of teachers who hold specified credentials as their highest level of Judaic education.

Figure x. Total number of teachers by highest level of Judaic Education

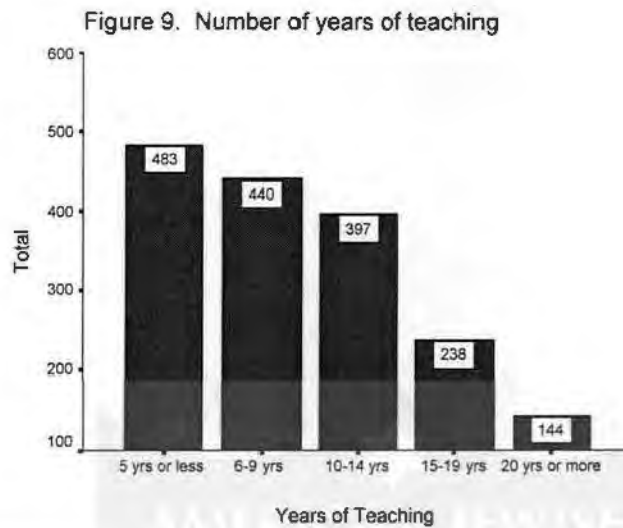


- This figure must be interpreted with respect to the total number of Jewish teachers (N = 1139). Thus, it can be seen that the percentage of teachers holding specified credentials as their highest level of Judaic education relative to the total number of Jewish teachers is very small.

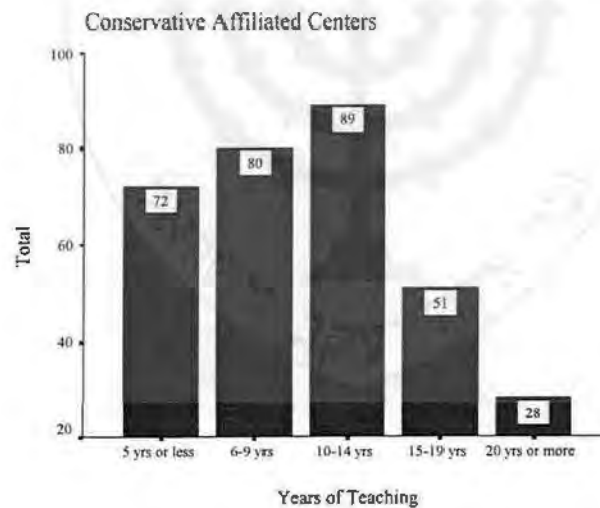
report the 90's

Employment

- Figure 9 shows the number of years that teachers have been employed across all centers.



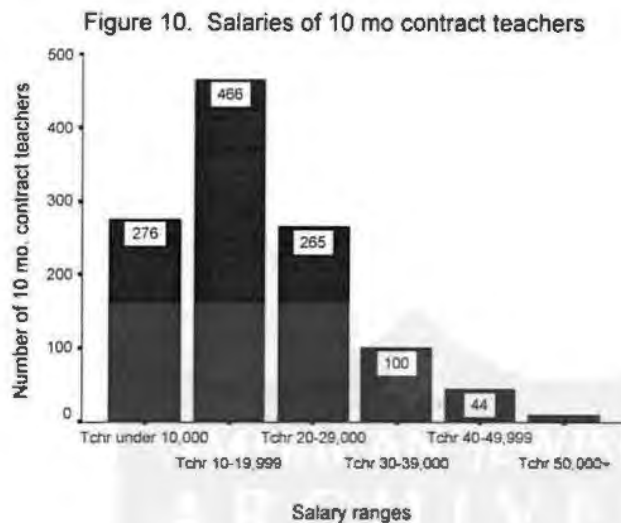
- This pattern seems to be roughly consistent regardless of affiliation with the exception of teachers in Conservative affiliated centers which seem to show an opposite trend.



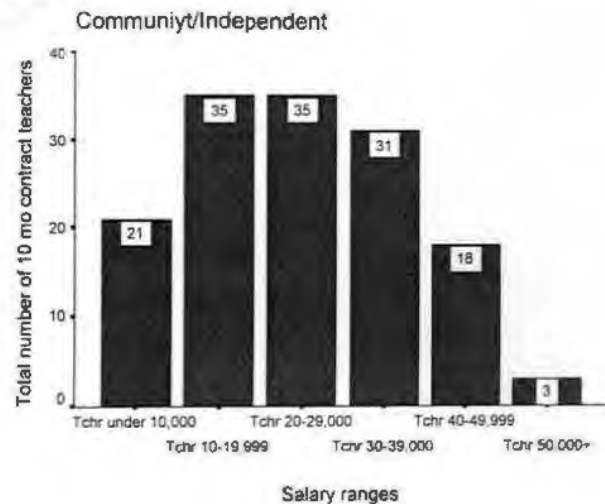
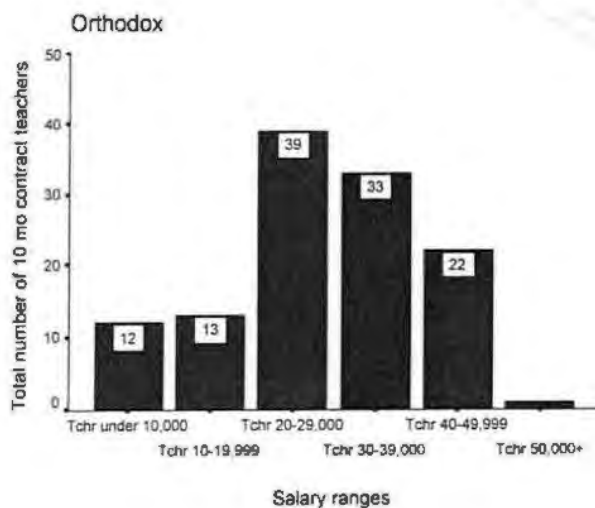
Salaries and Benefits

Salaries for Teachers

- Salaries for teachers on 10 month contracts are given in Figure 10 below



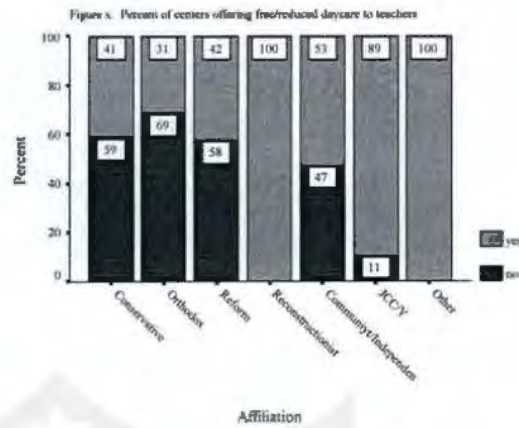
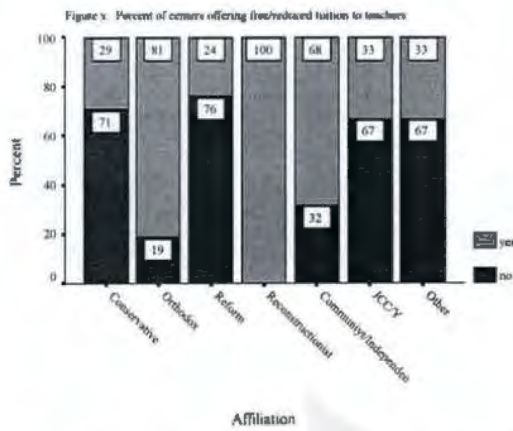
- This figure shows that most 10 month contract teachers earn between \$10,000 and \$19,999. Overall, the range for most teachers is from under \$10,000 to \$29,999. Considerably fewer teachers earn more than \$30,000.
- Variation in salary ranges were found across center affiliation. In particular, Orthodox affiliated centers report relatively larger salaries while community/independent centers report a more uniform range of salaries.



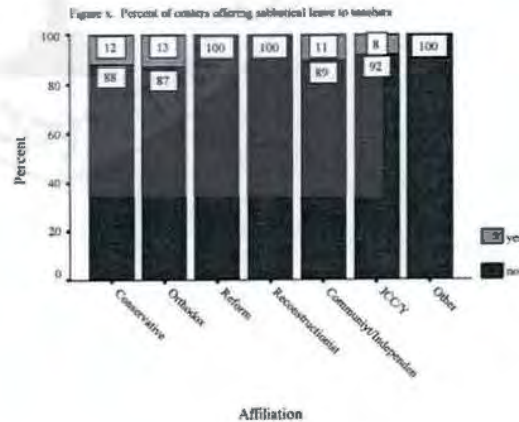
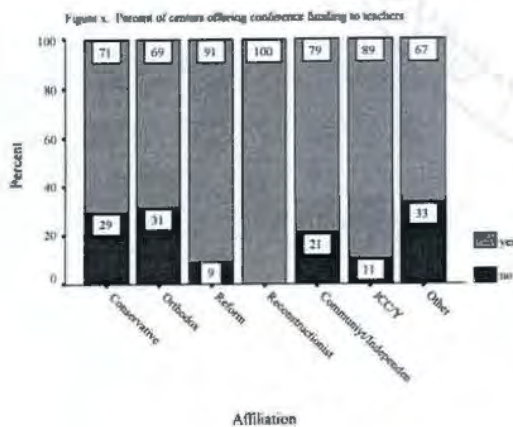
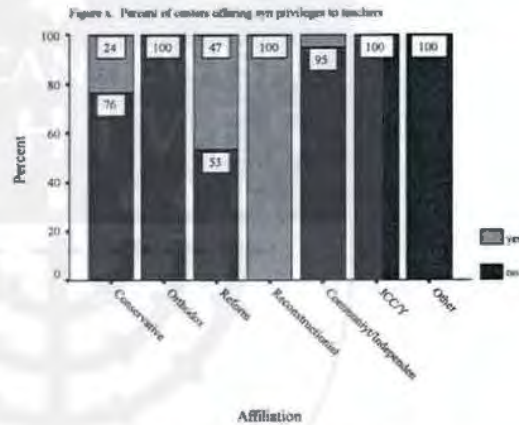
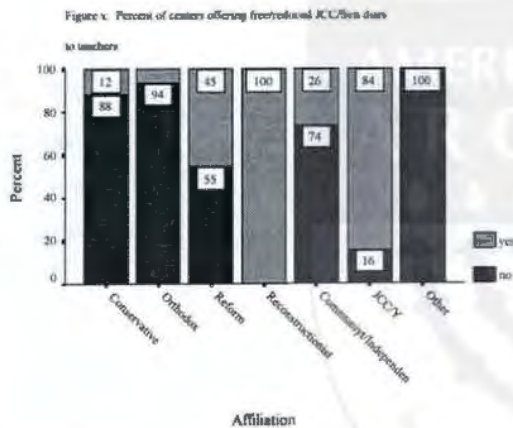
need to contextualize - has varied on FT-PT

Benefits for Teachers

- Figures x – x show the percentage of centers offering various benefits to their teachers.

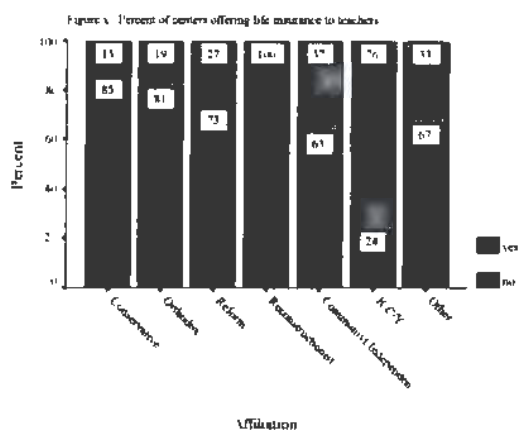
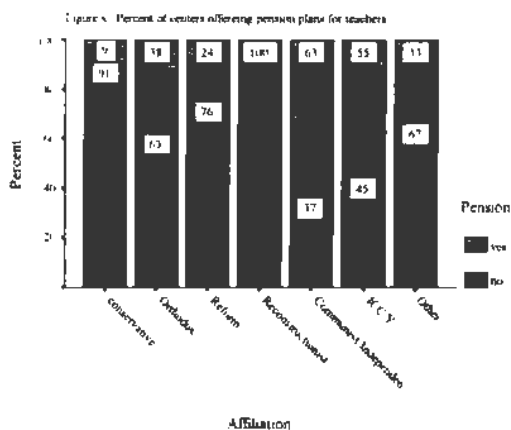
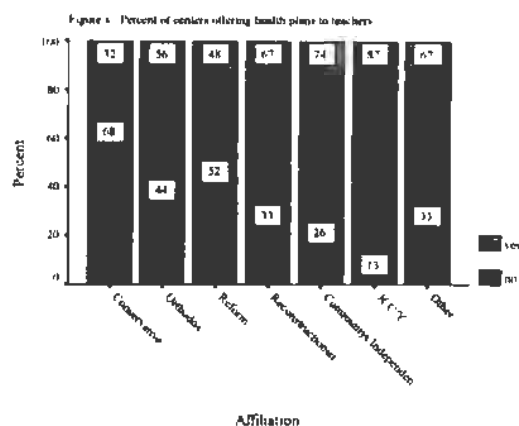
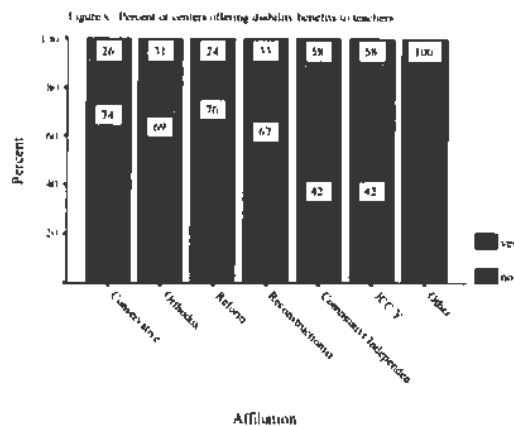


split bars
accuracy
- just include
% yes!



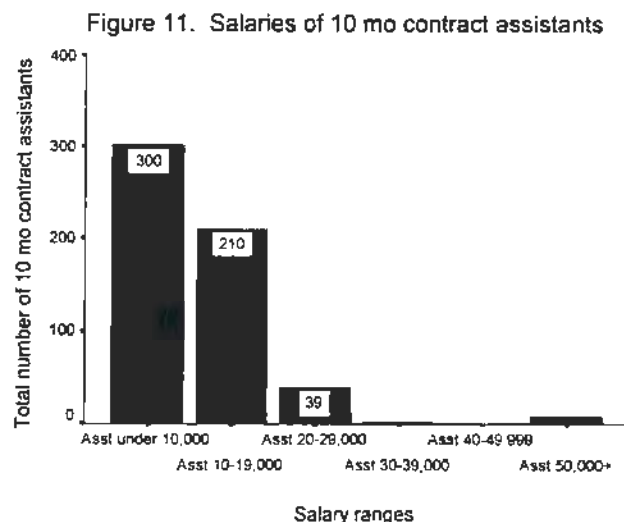
Benefits (cont'd)

again, contextualize
ft - spt

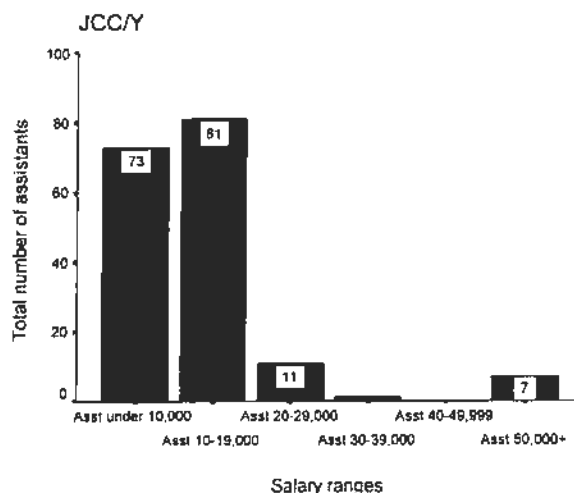
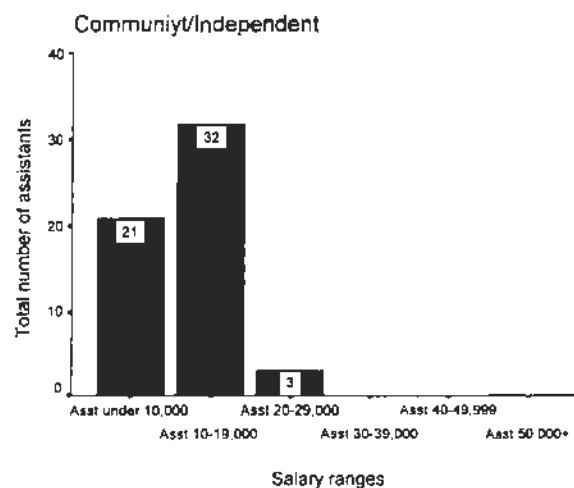
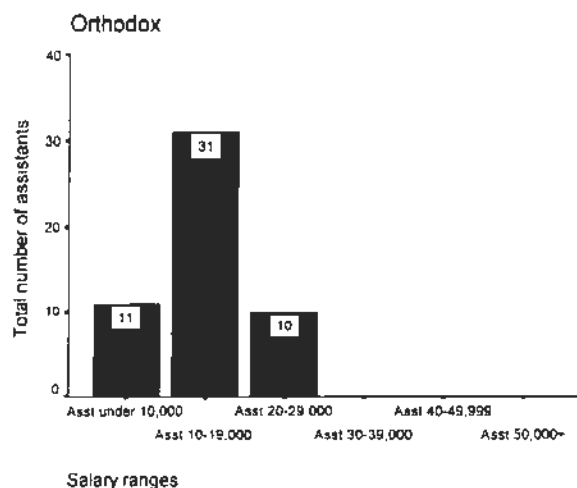


- It is clear that most benefits are not offered to teachers regardless of the affiliation of the center. Some exceptions emerge. Most centers offer their teachers funding to attend conferences. Many centers offer health care plans to their teachers. However, with the exception of Community/Independent and JCC/Y affiliated centers, most centers do not offer benefit plans (particularly pensions and life insurance) to their teachers.

- Figure 11 shows the salaries of assistants.

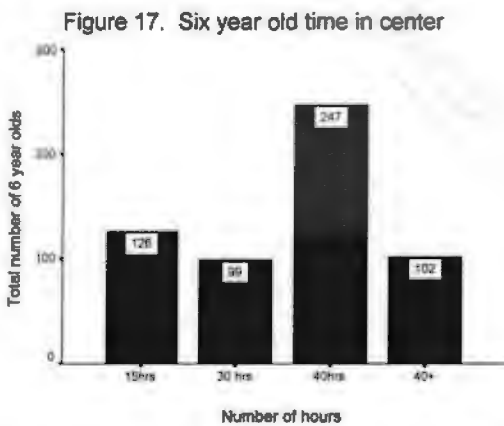
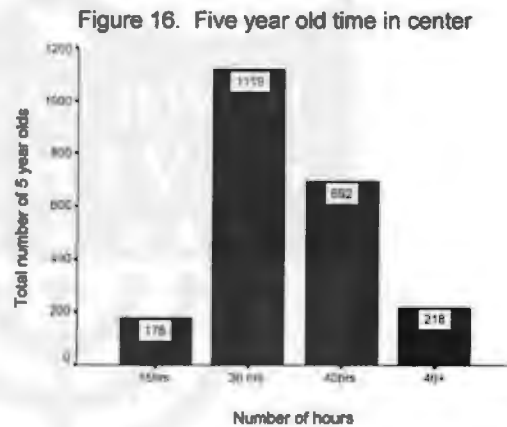
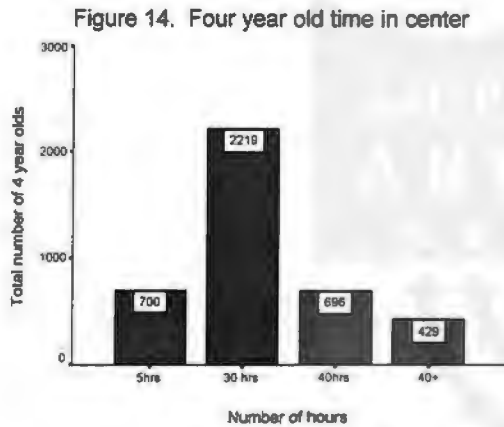
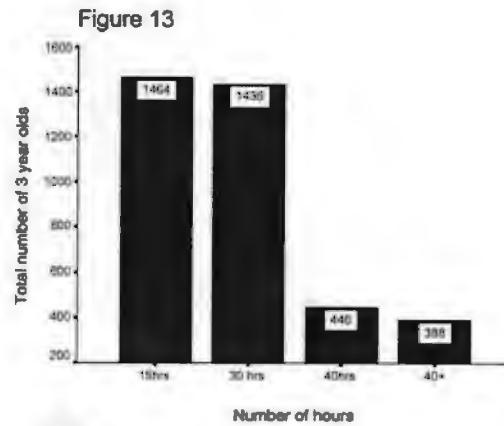
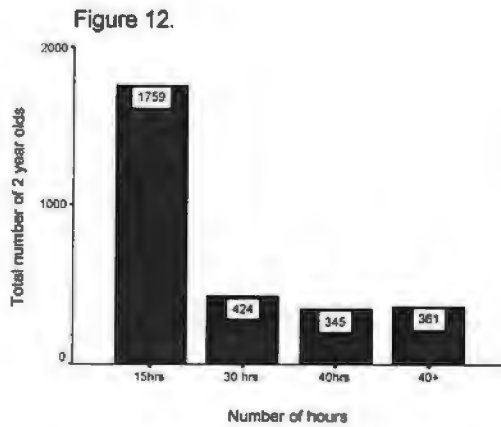


- As with salaries for teachers, the salaries of assistants also varies with the affiliation of the center. We find that Orthodox, community/independent, and JCC/Y affiliated centers report relatively higher numbers of assistants in higher salary ranges, compared to the remaining center types.



Program Characteristics

- Figures 12-18 show the amount of time that children spend in centers by the age of the children



- These figures show that the older the child, the more time they tend to spend in their daycare centers. This trend is roughly the same regardless of the affiliation of the center.

969

From: JECEP1@aol.com
 Date: Wed, 23 Jan 2002 13:59:37 EST
 Subject: questions
 To: gamoran@ssc.wisc.edu
 CC: dkaplan@udel.edu
 X-Security: MIME headers sanitized on charles.ssc.wisc.edu
 See <http://www.impsec.org/email-tools/sanitizer-intro.html>
 for details. \$Revision: 1.133 \$Date: 2002-01-05 17:09:21-08
 X-Mailer: AOL 6.0 for Windows XP US sub 50

What questions do you want the report to address? The answer to that question will guide the way the data are presented.

Adam,
 major questions we want to address seem to fall under 3 categories – students, programs and professionals. I also want to be able to correlate this info with the latest info that is out about early childhood ed in general.
 thankx ilene

Students

1. How many kids are in the system-we can't really know that based on our sample but what I want to show is that thousands of kids are attending preschool and David weighted the number so we can say approx 80,000 are in the JECE programs. This seems consistent with what CAJE predicts based on NYC having 35,000 in their ECE programs. The overall pool seems to be around 350,000, but we will have to wait for the NJPS for that number.
 Q9

any trends - enrollment going up or down

2. how long are children spending at these programs- if children are spending as much time as elementary children are in their day school and more time than religious school children are spending in religious school, then maybe someone will take notice Q6

4. What are the ages kids of kids attending these programs. Want to show that 3 and 4 year olds are spending 30+ hours a week here. Also want to show that there is a tremendous drop off from 4-5. I want to see if there are other trends as to number of kids at diff ages?Q5 and Q6

5. what % of the preschool population is non-Jewish. what is the implications for that on school curriculum and public funding (for the discussion part) Q10

professionals

1. what are the qualifications of the staff- are do they have ECE training? are they Jewish Q17,18, 19/ Q15,16,41

2. what is the compensation for the staff? how are we going to attract new teachers if they can make more in the public school system and certainly outside of education field Q21,22

3.age of the teachers/directors Q30

4.why teachers leave? how many have left this past year and how many are leaving this coming year
 Q32,33,37,40

5. directors plans for retiring Q50

Programs

1. What kind of educational philosophy is used and is it current with today? do they have a vision and mission for their school? Q28,14,13

2. are teachers and assistants religious philosophy consistent with the school's and is that a problem Q28/29