

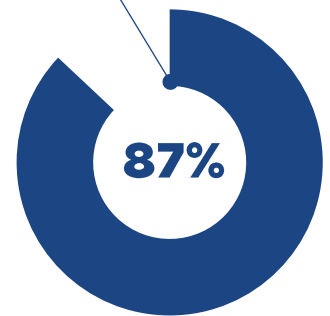
First Steps 4K Employs a High-Quality, Diverse Workforce

Survey Administration

The First Steps 4K (FS4K) Teacher and Director Engagement Survey was administered to any director, lead teacher, or instructional assistant who participated in a FS4K center or classroom during the 2021-2022 school year. FS4K managers and coaches were asked to send the survey link to the centers they work with. The survey was available from May 3 to May 23, 2022. The initial survey request was sent on May 3, and a reminder email was sent on May 16, 2022. 195 individuals responded to the survey, of which 192 reported their role as a FS4K provider during the 2021-2022 school year. Of the 192 respondents, 73 were directors (38%) and 119 were teachers (62%). The estimated response rate was 22%.

First Steps 4K providers

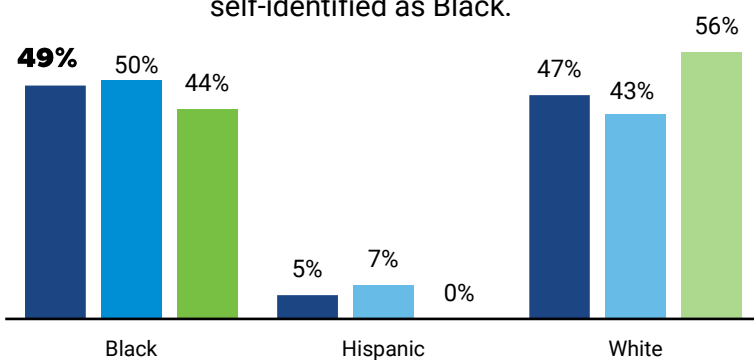
would **highly recommend** FS4K to families with eligible 4-year-olds in their county.



FS4K providers bring diverse cultures and educational experiences to their centers and classrooms.

Among those who responded, most individuals self-identified as female (teachers: 99%; directors: 95%). Overall, over 2/3 of First Steps 4K providers were between 25 and 54 years old.

About 50% of First Steps 4K providers self-identified as Black.



About 20% of teachers and 15% of directors have earned a four-year degree in early care and education.

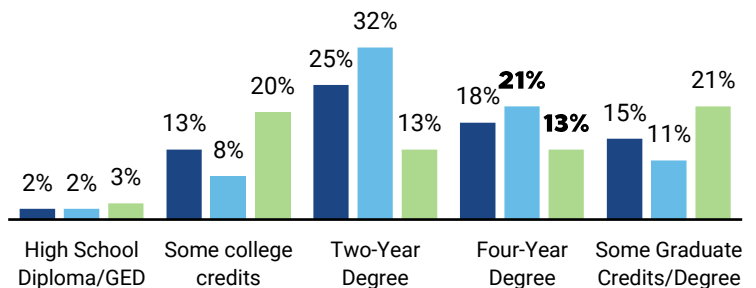


Figure 1. Demographic characteristics of survey respondents. The dark blue bar represents data from the overall sample, the teal bar represents data from teachers, and the green bar represents data from directors.

About 40% of teachers and 40% of directors have been with First Steps 4K for one to five years.

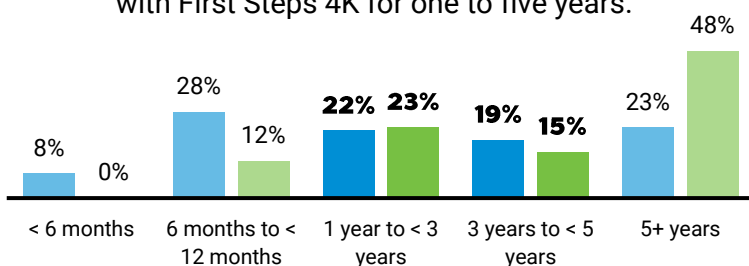


Figure 2. Length of involvement in First Steps 4K.

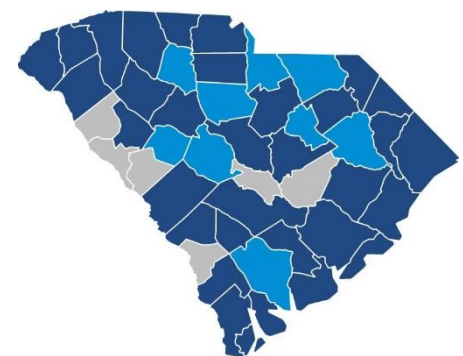


Figure 3. Map of survey respondents. The dark blue represents counties with respondents, the bright blue are counties that had an approved FS4K center during the 2021-2022 school year but no respondents, and the gray are counties with no approved FS4K centers during the 2021-2022 school year.