

Research Question:

How do the experiences of different genders of early childhood educators affect their feelings of inclusion and belonging in the workplace?

Teacher retention is one of the leading challenges in early childhood education today.

Answering this question will help to gain understanding of how specific policies and practices support or hinder gender inclusivity in early childhood classrooms.

This will provide evidence-based ideas for creating effective policies and practices. This also ameliorates the experiences of all teachers, in order to counteract the high turnover rate in the early childhood education workforce.

The concepts associated with the research question that will be measured in the survey are:

- a) gender identity of the teacher
- b) overall experience of being a teacher in early childhood education
- c) demographics including pay, years of experience, and feeling of belonging in the workplace.

Respondents will include classroom early childhood educators, who will be contacted through personal networks, as well as social media, in order to complete a short google form.

The Questionnaire

1. *What is your gender identity?*
 - a) *Male (he/him)*
 - b) *Female (she/her)*
 - c) *Nonbinary or gender neutral (they/them, xe/xer, she/they, etc)*
 - d) *Agender*
 - e) *Other _____*
2. *In what year were you first licensed as an early childhood educator? _____*
3. *What is the highest rate of pay you have received during your time as an early childhood educator? _____*
4. *How comfortable do you feel expressing your authentic self at work?*
 - a) *Very comfortable*
 - b) *Somewhat comfortable*
 - c) *Neutral*

- d) *Somewhat uncomfortable*
 - e) *Very uncomfortable*
5. *How many visible same-gender teachers or role models are there that you can relate to in your current workplace?*
- a) *None*
 - b) *One*
 - c) *Two or more*
6. *Have you experienced any of the following types of biases, barriers, and/or discrimination in your workplace?*
- a) *Classroom tasks were distributed in a gender-biased way (example, male teacher is asked to move heavy boxes during a lesson).*
 - b) *Encouragement and opportunities for advancement were offered in a gender-biased way (male teachers are proactively encouraged to move into administration more often than female teachers).*
 - c) *Parents communicated expectations or judgements that were based on common stereotypes of gender identities. (Example: parents stating that a male teacher cannot change their infant's diaper).*
 - d) *Pay range was clearly varied according to gender identity.*
 - e) *Other _____*
7. *How long into your early childhood education career did you first experience bias, barriers, and/or discrimination that was rooted in gender identity?*
- a) *Pre-service (during your early childhood teacher training program, including your supervised practicum)*
 - b) *In service (during your first year of teaching)*
 - c) *In service (between 2nd and 5th year of teaching)*
 - d) *In service (after 5th year of teaching)*
 - e) *I have never experienced bias that was rooted in gender identity.*
8. *When in your ECE career did you first witness another teacher experiencing gender identity bias?*
- a) *Pre-service (during your early childhood teacher training program, including your supervised practicum)*
 - b) *In service (during your first year of teaching)*
 - c) *In service (between 2nd and 5th year of teaching)*
 - d) *In service (after 5th year of teaching)*
 - e) *I have never witnessed another teacher experiencing bias that was rooted in gender identity.*

9. *How visible are your current school's DEI policies on a daily basis?*
- a) *No policies visible or noticed*
 - b) *Policies written in handbook only*
 - c) *Policies posted in high traffic and visible locations (i.e. posters and flyers)*
 - d) *Other _____*
10. *How inclusive do you find your school's overall culture and values?*
- a) *Very inclusive*
 - b) *Somewhat inclusive*
 - c) *Neutral*
 - d) *Somewhat non inclusive*
 - e) *Very non inclusive*
11. *Have you had any mentors as a teacher?*
- Yes*
 - No*
12. *If yes, how many mentors have you had that matched your gender identity?*
- a) *None*
 - b) *One*
 - c) *Two or more*

The survey questions investigate the teachers' experiences, such as:

- Question 1: asks about the participant's gender identity.
 - Question 2: asks about career start year.
 - Question 3: asks for the highest pay rate experienced.
 - Question 4: identifies level of comfort in expressing authentic self.
 - Question 5: asks about visibility of same gender colleagues.
 - Question 6: asks about experiences of discrimination in the workplace.
 - Question 7: asks about these experiences in relation to gender identity.
 - Question 8: asks when these experiences were observed happening to others. Question 9 inquires about the visibility of DEI policies in the education environment.
 - Question 10: regards inclusivity
 - Question 11: inquires about mentors.
 - Question 12: counts the number of mentors if applicable.
-

Cover Letter

Dear Early Childhood Educators,

My name is Rae Eggleston, and I have designed this survey to investigate experiences of early childhood educators.

I'm conducting a survey study to identify barriers to retention for early childhood educators in regards to gender identity. Results from this study will guide research efforts for improvement of the early childhood education workplace, and in doing so, will aid in retaining educators. The survey is anonymous and participation in the survey is entirely voluntary. You may stop participating at any time. You may skip any question you choose not to answer for any reason. Your answers are completely anonymous.

This survey is ongoing, and will be continuously available at:

https://docs.google.com/forms/d/e/1FAIpQLSdvhZZ3BdX8vd-fsuR650bfQ61nW-8_2dTTA0GnBaqGCMGN9Q/viewform?usp=sf_link

Please contact me at phyllis.rae.eggleston@gmail.com if you have any questions regarding this survey.

Thank you for your participation in this survey and your input is very much appreciated!

Kind Regards,

*Rae Eggleston
User Experience Researcher
San Jose State University*

My pilot tester is a college level early childhood teacher educator.

Questions were revised based on the need for expanded options that were not simply fill-in-the-blank, as well as focused options based on statistically likely experiences of early childhood educators.

Number 2 is an example of univariate analysis. We would use the mean to calculate the average year that the educators were first licensed to teach.

Number 4 and number 10 are both ordinal variables and therefore can be solved with the help of Spearman's Rho as an example of bivariate analysis.