

Uplifting the Voices of Maryland's Child Care Workers: Survey of the Field – Frequently Asked Questions (FAQs)

What is the purpose of the survey?

The purpose of the survey is to better understand the needs of Maryland's talented and diverse child care workforce, including workers' compensation, well-being, and professional development needs and preferences. The survey also examines directors' and FCC providers' perspectives on the Maryland Child Care Scholarship program.

This information will help the Maryland State Department of Education (MSDE) and other organizations (such as child care associations, child care resource centers, and state advocacy organizations) support this critical workforce. Survey findings may be used to improve compensation, create resources, and improve policies in the future.

How long will it take to complete?

The survey should take **no more than 30 minutes** to complete.

Who can participate in this survey?

Maryland child care workers that work directly with children (i.e., directors, lead teachers, assistant teachers, floating teachers) from licensed child care programs who receive an email invitation can participate in the survey.

Who is conducting the survey?

Child Trends, a non-partisan research organization, has partnered with MSDE. More information about this partnership can be found [here](#) on Child Trends' website.

Do I get anything if I complete it?

If you complete the survey, you may choose to be entered into a weekly lottery for a chance to win one of 200 **\$50 e-gift cards** by TangoCard that can be used online at more than 200 stores (e.g., Walmart, Target, Amazon, Subway, prepaid Master card). The e-gift card can also be split across more than one store. **A total of 200 \$50 e-gift cards will be awarded.** Each lottery winner can receive only one. If you complete the survey and do not receive an incentive the week you complete it, your name will be entered again for the following weeks the survey is open.

Is participation voluntary?

Participation is voluntary and you can stop at any time!

Will my responses be confidential?

All information you provide about you and your child care program will be kept confidential. No one outside the study team at Child Trends will have access to the names

of those who have participated in the study. Child Trends will **never** share your private information with anyone outside of the study team.

How will my data be used?

In addition to the survey data, Child Trends will analyze administrative records related to your child care program (for example, licensed capacity and/or child care setting type).

When finished reviewing the surveys and administrative records, Child Trends will write reports about what was learned. The reports will not include your name or any information that could identify you; instead, all the information collected from child care workers will be summarized. Your participation in the survey will not impact your relationships with MSDE, your employer or co-workers, the families you serve, or anyone else.

Who do I contact for additional information?

If you have any questions about the survey, please contact Jena Smith, Director of Quality Improvement Initiatives at Jena.Smith@maryland.gov. You may also contact Patti Banghart, the study's Principal Investigator at Child Trends, at mdchildcare@childtrends.org. You may also contact the Child Trends Institutional Review Board (IRB) by email (irbparticipant@childtrends.org), phone (855-288-3506), or mail (12300 Twinbrook Parkway, Suite 235, Rockville, MD 20852).