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Organisation for Economic Co-operation and Development (OECD)
International ECEC Staff Survey 2018

Leader Questionnaire

<U3>

Main Survey Version

<International English, UK Spelling>

<National Project Information>

International Project Consortium:

International Association for the Evaluation of Educational Achievement (IEA), The Netherlands and
Germany

RAND Europe, United Kingdom

Statistics Canada, Canada

About the OECD International ECEC Staff Survey 2018

The first OECD International ECEC Staff Survey 2018 is an international Early Childhood Education and Care (ECEC) staff survey that offers the opportunity for <ECEC centre leaders and staff> to provide input into ECEC analysis and policy development. The OECD International ECEC Staff Survey 2018 is being conducted by the Organisation for Economic Co-operation and Development (OECD). <Country of survey>, along with eight other countries, is taking part in the survey.

Cross-country analysis of these data will allow countries to identify other countries facing similar challenges and to learn from other policy approaches. <ECEC centre leaders and staff> will provide information about issues such as the ECEC learning and well-being environments in which they work; the professional development they have received; their pedagogical beliefs and practices; and various other leadership, management and workplace issues.

In the OECD International ECEC Staff Survey 2018, it is our intention to draw a picture of the different ECEC environments and practices at the <centres for children under the age of three years> in all the participating countries. Countries and individuals may differ in their ECEC approaches. We rely on your expertise to describe us your work and opinion as accurately as possible.

Being an international survey, it is possible that some questions do not fit very well within your national context. In these cases, please answer as best as you can.

Confidentiality

All information that is collected in this study will be treated confidentially. While results will be made available by country and, for example, by the type of <ECEC centre> within a country, you are guaranteed that neither you, this <ECEC centre>, nor any centre personnel will be identified in any report of the results of the study. <Participation in this survey is voluntary and any individual may withdraw at any time.>

About the Questionnaire

- <In this questionnaire 'ECEC staff' refers to: insert national definition of 'ECEC staff'>.
- <In this questionnaire 'ECEC centre leader' refers to: insert national definition of 'ECEC centre leader'>.
- <When questions refer to 'this ECEC centre' we mean by 'centre': national ECEC centre definition>.
- This questionnaire should take approximately <45> minutes to complete.
- Guidelines for answering the questions are typed in italics. Most questions can be answered by marking the one most appropriate answer.
- When you have completed this questionnaire, please <National Return Procedures and Date>.
- When in doubt about any aspect of the questionnaire, or if you would like more information about the questionnaire or the study, you can reach us by using the following contact details: <National centre contact information, phone number and preferably e-mail address>

Thank you very much for your participation!

Your Background Information

These questions are about you, your education and your position as <ECEC centre leader>. In responding to the questions, please mark the appropriate choice(s) or provide figures where necessary.

1. Are you female or male?

L010D01

Please mark one choice.

₁ Female

₂ Male

2. How old are you?

L020D01

Please write a number.

Years

3. What is the highest level of formal education you have completed?

L030D01

Please mark one choice.

₁ Below <ISCED 2011 Level 3>

₂ <ISCED 2011 Level 3>

₃ <ISCED 2011 Level 4>

₄ <ISCED 2011 Level 5>

₅ <ISCED 2011 Level 64>

₆ <ISCED 2011 Level 65>

₇ <ISCED 2011 Level 66>

₈ <ISCED 2011 Level 7>

₉ <ISCED 2011 Level 8>

4. Did the <education or training> you completed include the following topics?

'Pedagogical leadership' refers to the part of an <ECEC centre leader's> role that focuses on oversight of pedagogical practice in the <ECEC centre>. This includes actions that a <ECEC centre leader> takes, or delegates to others, to facilitate or enhance the planning, preparation and carrying out of the pedagogical work in the centre.

Please mark one choice in each row.

	Yes	No	
a) Training/education programme or course focused on early childhood	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L070D02
b) Administration	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L070D01
c) Pedagogical leadership	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L070D03

5. How many years of work experience do you have, regardless of whether you worked full-time or part-time?

Do not include any extended periods of leave such as maternity/paternity leave.

Please write a number in each row. Write 0 (zero) if none.

Please round up to whole years.

- | | | | |
|----|----------------------|---|---------|
| a) | <input type="text"/> | Year(s) working as an <ECEC centre leader> at this <ECEC centre> | L040D01 |
| b) | <input type="text"/> | Year(s) working as an <ECEC centre leader> in total | L040D02 |
| c) | <input type="text"/> | Year(s) working in other roles in an <ECEC centre> in total (do not include years working as an <ECEC centre leader>) | L040D04 |
| d) | <input type="text"/> | Year(s) working in other educational/pedagogical roles or in other roles with children (please include roles such as working as a child minder, as a tutor, or as a teacher in a primary or secondary school, a <college> or university, but do not include years working in an <ECEC centre>) | L040D05 |
| e) | <input type="text"/> | Year(s) working in other jobs not related to providing direct educational/pedagogical support or care for children | L040D07 |

6. How many hours do you usually work each week in this **<ECEC centre>?**

L051D01

Please write a number.

Hours

7. Please indicate at how many **<ECEC centres> you currently work as an **<ECEC centre leader>**.**

L062D01

Please write a number.

<ECEC centre(s)>

8. During the last 12 months, did you participate in any of the following professional development activities aimed at you as an <ECEC centre leader>?

'Professional development' is defined as activities that are designed to develop an individual's skills, knowledge and expertise as an <ECEC centre leader> (or more generally as a professional). These activities are formal and could refer to different activities such as courses and workshops, but also to a formalised <ECEC centre leader> collaboration and participation in professional networks.

Please mark one choice in each row.

	Yes	No	
a) Courses/seminars attended in person	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L100D15
b) Online courses/seminars	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L100D03
c) Conferences where <ECEC staff> and/or <ECEC centre leaders> and/or researchers present their research or discuss educational issues	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L100D04
d) Qualification programme (e.g. a degree programme)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L100D05
e) Observation visits to other <ECEC centres>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L100D06
f) Peer and/or self-observation and coaching as part of a formal arrangement	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L100D08
g) Participation in a network of professionals working with children	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L100D09
h) Induction or mentoring activities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L100D13
i) Other.....	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L100D14

9. For each of the areas listed below, please indicate the extent to which you currently need professional development.

Please mark one choice in each row.

	No need at present	Low level of need	Moderate level of need	High level of need	
a) Knowledge and understanding of new developments in leadership research and theory	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L110D01
b) Knowledge and understanding of current national/local policies on <ECEC>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L110D02
c) Using data for improving the quality of the <ECEC centre> (e.g. feedback from <ECEC staff> and parents or guardians)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L110D03
d) Designing the <ECEC centre's> goals for children's development, well-being and learning	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L110D04
e) Collaborating with parents or guardians	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L110D16
f) Observing <ECEC staff's> practices and staff-child interactions	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L110D10
g) Providing effective feedback	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L110D19
h) Promoting equity and diversity	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L110D11
i) Human resource management	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L110D13
j) Financial management	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L110D14

10. How strongly do you agree or disagree that the following present barriers to your participation in professional development?

Please mark one choice in each row.

	Strongly disagree	Disagree	Agree	Strongly agree	
a) I do not have the pre-requisites (e.g. qualifications, experience, seniority)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L120D01
b) Professional development is too expensive	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L120D02
c) Professional development conflicts with my work schedule	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L120D04
d) I do not have time because of family responsibilities ..	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L120D05
e) There is no relevant professional development offered	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L120D06
f) There are no incentives for participating in professional development	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L120D07
g) There is not enough staff to compensate my absence	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L120D11

<ECEC Centre> Background Information

11. Which best describes this <ECEC centre's> location?

L130D01

Please mark one choice.

- ₁ <A village, hamlet or rural area> (up to 3,000 people)
- ₂ <Small town> (3,001 to 15,000 people)
- ₃ <Town> (15,001 to 100,000 people)
- ₄ <City> (100,001 to 1,000,000 people)
- ₅ <Large city> (more than 1,000,000 people)

12. Thinking about the neighbourhood where this <ECEC centre> is located, how strongly do you agree or disagree with the following statements?

Please mark one choice in each row.

	Strongly disagree	Disagree	Agree	Strongly agree	
a) This is a good neighbourhood to bring up children	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L431D01
b) There is <litter> lying around	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L431D02
c) There is vandalism and deliberate damage to property	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L431D03
d) People experience insults or attacks to do with ethnic or cultural background	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L431D04
e) There are public places where children can play safely	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L431D08
f) There is drug-related crime	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L431D05

13. Which of the following statements best describes this <ECEC centre's> location?

Please mark all that apply.

- ₁ In a stand-alone building (i.e. the building contains the <ECEC centre> only) L140D01
- ₁ Co-located with <ISCED 2011 Level 1> L140D02
- ₁ Co-located with another <ECEC centre> L140D03
- ₁ Co-located with a community centre or place of worship (e.g. a <church, synagogue or mosque>) L140D04
- ₁ In an office building or commercial establishment (including parents' or guardians' workplace) L140D06
- ₁ In your home or another home L140D07
- ₁ Other L140D09

14. In the last 12 months, which of the following sources provided funding for this <ECEC centre>?

Please mark one choice in each row.

	Yes	No	Don't know	
a) <Government> (including departments, municipal, local, regional, state, national and supranational levels)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	L150D01
b) Fees or charges paid <directly or indirectly> to the <ECEC centre> by parents or guardians	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	L150D02
c) Non-governmental organisations (including religious institutions and employers)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	L150D05
d) Benefactors, donations, bequests, sponsorships, parent/guardian fundraising (including subsidies through non-profit ECEC providers)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	L150D03

15. Is this <ECEC centre> <publicly- or privately-managed>?

L160D01

Please answer with reference to the organisation responsible for the day-to-day management of the <ECEC centre>, regardless of the ownership or funding sources of the <ECEC centre>.

Please mark one choice.

- ₁ Publicly-managed
This is an <ECEC centre> managed by a public education authority, government agency, or municipality.
- ₂ Privately-managed
This is an <ECEC centre> managed by a non-government organisation; e.g. a <church, synagogue, mosque> trade union, business, other private institution or person.

16. Is this <ECEC centre> a for-profit or a non-profit organisation?

L151D01

Please mark one choice.

- ₁ For profit
This <ECEC centre> aims to make more money than its costs (a profit).
- ₂ Non-profit
This <ECEC centre> does not aim to make a profit, or all profits are re-invested into the <ECEC centre>.

17. For each type of position listed below, please indicate the number of <ECEC staff> (head count) currently working in this <ECEC centre>.

<ECEC staff> may fall into multiple categories. Please count these cases only once under the category which best represents their role most of the time.

Include all staff who work at the centre premises on a regular basis, including yourself and both part-time and full-time <ECEC staff>, whether or not they are directly employed by the <ECEC centre>.

Include staff working with all age groups at this <ECEC centre>.

Write a number in each row. Write 0 (zero) if none.

- | | | | |
|----|----------------------|---------------------------------|---------|
| a) | <input type="text"/> | <Leaders> | L172D04 |
| b) | <input type="text"/> | <Teachers> | L172D01 |
| c) | <input type="text"/> | <Assistants> | L172D02 |
| d) | <input type="text"/> | <Staff for individual children> | L172D08 |
| e) | <input type="text"/> | <Staff for special tasks> | L172D03 |
| f) | <input type="text"/> | <Interns> | L172D07 |
| g) | <input type="text"/> | Other <ECEC staff> | L172D06 |

18. Please indicate the number of <ECEC staff> (head count) in this <ECEC centre> for each of the categories below.

Count any <ECEC staff> members who began work or left the <ECEC centre> for any reason, including retirement, maternity/paternity leave, and temporary teaching.

Include all staff who work at the centre premises on a regular basis, including yourself and both part-time and full-time <ECEC staff>, whether or not they are directly employed by the <ECEC centre>.

Please write a number in each row. Write 0 (zero) if none.

- | | | | |
|----|----------------------|---|---------|
| a) | <input type="text"/> | <ECEC staff> who began work at this <ECEC centre> during the last 12 months | L400D01 |
| b) | <input type="text"/> | <ECEC staff> who permanently left this <ECEC centre> during the last 12 months | L400D02 |
| c) | <input type="text"/> | <ECEC staff> who temporarily did not work at this <ECEC centre> during the last 12 months (e.g. <ECEC staff> on extended leave, sabbatical, family leave) | L400D08 |

19. What is the number of children currently enrolled in <ISCED 2011 Level 02> or below in this <ECEC centre>?

L190D01

Please write a number. If you do not know the exact number, please provide an estimate.

Children

20. During the last 12 months, were there children who wanted to enrol at this <ECEC centre> but who were not able to because there were no available places?

Please mark all that apply.

- Yes, children were placed on a waiting list and later enrolled.
- Yes, children were placed on a waiting list and are still waiting for a place.
- Yes, but children were not placed on a waiting list.
- No.
- I do not have this information.

21. Please estimate the broad percentage of children in this <ECEC centre> who have the following characteristics.

<'Special needs children' are those for whom a special learning need has been formally identified because they are mentally, physically, or emotionally disadvantaged. [Often they will be those for whom additional public or private resources (personnel, material or financial) have been provided to support their education.]>

<'Socio-economically disadvantaged homes' refers to homes lacking the basic necessities or advantages of life, such as adequate housing, nutrition or medical care.>

A 'refugee' refers to a child who has fled to another country in order to seek refuge from war, political oppression, persecution, or a natural disaster, or who was born while his/her parents were travelling to the destination, or born shortly after the parents' arrival.

This question asks about your personal perception of children's background. It is acceptable to base your replies on rough estimates.

Children may fall into multiple categories.

Please mark one choice in each row.

	None	1% to 10%	11% to 30%	31% to 60%	More than 60%	
a) Children whose <first language> is different from the language(s) used in the <ECEC centre>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L210D01
b) Children with special needs.....	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L210D02
c) Children from <socio-economically disadvantaged homes>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L210D05
d) Children who are refugees	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L210D06
e) Children under the age of 3	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L210D07
f) Children age 3 and older	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L210D08

Your <ECEC Centre> Pedagogical and Administrative Leadership

These questions are about the leadership in this <ECEC centre> and include questions about administrative aspects and about pedagogical aspect of this leadership. In responding to the questions, please mark the appropriate choice(s) or provide figures where necessary.

22. Regarding this <ECEC centre>, who has a significant responsibility for the following tasks?

A 'significant responsibility' is one where an active role is played in decision making.

Please mark as many choices as appropriate in each row.

	Me and/or other members of the staff	<ECEC centre> <governing board >	<Local, municipality/regional, state, or national/federal> authority	Not applicable	
a) Appointing or hiring <ECEC staff>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	L240D01
b) Dismissing or suspending <ECEC staff> from employment	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	L240D02
c) Establishing <ECEC staff's> salaries.....	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	L240D03
d) Deciding on budget allocations within the <ECEC centre>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	L240D05
e) Establishing monitoring plans for children's development, well-being and learning	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	L240D07
f) Approving children for admission to the <ECEC centre>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	L240D08
g) Choosing which materials/toys are used	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	L240D09
h) Deciding which activities for children are offered	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	<input type="checkbox"/> ₁	L240D14

23. On average throughout the last 12 months, what percentage of time in your role as an <ECEC centre leader> do you spend on the following tasks in this <ECEC centre>?

Rough estimates are sufficient. Please write a number in each row. Write 0 (zero) if none.

Please ensure that responses add up to 100%.

a)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	%	Administrative and leadership tasks and meetings <i>Including regulations, reports, budget, preparing for audit, responding to requests from district, regional, state, or national officials, strategic planning, leadership and management activities such as developing <ECEC centre> improvement plans, and human resource and personnel issues such as hiring <ECEC staff></i>	L250D01
b)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	%	Pedagogical leadership <i>Including meeting with staff to promote quality learning environment, organising staff development programmes about new pedagogical approaches, child development, etc.</i>	L250D09
c)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	%	Interactions with children <i>Including taking part in learning/play activities, caring</i>	L250D04
d)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	%	Interactions with parents or guardians <i>Including formal and informal interactions</i>	L250D05
e)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	%	Other	L250D08
		100	% Total	

24. Please indicate how frequently you engaged in the following activities in this <ECEC centre> during the last 12 months.

Please mark one choice in each row.

	Never	Less than monthly	Monthly	Weekly	Daily	
a) I collaborated with <ECEC staff> to improve how children play together	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L260D01
b) I observed <ECEC staff> practices and staff-child interactions	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L260D02
c) I provided feedback to <ECEC staff> based on my observations	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L260D03
d) I took actions to support co-operation among <ECEC staff> to develop new approaches to ECEC practices	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L260D04
e) I took actions to ensure that <ECEC staff> take responsibility for improving their skills in working with children.....	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L260D05
f) I took actions to ensure that <ECEC staff> feel responsible for children's development, well-being and learning.....	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L260D06
g) I worked on developing a <vision> for this <ECEC centre>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L270D03
h) I made changes in centre structures and/or practices based on the monitoring results and external evaluation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L260D10
i) I facilitated the use of the indoor or outdoor space for learning.....	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L260D11

25. How frequently does this <ECEC centre> receive the following types of external evaluation?

'External evaluation' refers to the practice of evaluating the <ECEC centre> by assessors/evaluators outside of the centre.

Please mark one choice in each row.

	Never	Less than once a year	Once every year	More than once every year	
a) Inspection regarding structural quality (e.g. child-teacher ratio, qualification levels of staff)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L360D01
b) Inspection regarding process quality (e.g. quality of interaction with children, content of activities)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L360D02
c) Inspection of facilities (e.g. space, equipment, furniture, health and safety)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L360D03
d) Audit regarding financial management	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L360D04

26. During the last 12 months, did this <ECEC centre> either alone or in conjunction with another organisation provide any of the following to parents or guardians?

Please mark one choice in each row.

	Yes	No	
a) Workshops or courses for parents or guardians regarding child rearing or child development	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L310D01
b) Support for parents' or guardians' involvement with the operation of the <ECEC centre> (e.g. fund raising, cleaning of the <ECEC centre>)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L310D02
c) Meetings to allow parents or guardians to contribute to <ECEC centre> management decisions	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L310D04
d) Setting up events for families and prospective parents or guardians to visit the <ECEC centre>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L350D02

27. How often do the following activities take place in this <ECEC centre>?

Please mark one choice in each row.

	Never	Less than monthly	Monthly	Weekly	Daily	
a) Informal communication with parents or guardians (e.g. informal conversations on children's development or activities)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L311D01
b) Formal communication with parents or guardians (e.g. attending parent-staff meetings)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L311D09
c) Communication with staff and/or leaders from other <ECEC centres>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L311D02
d) Cooperation with child, family or social services (e.g. child protection agency, family support services)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L311D04
e) Collaboration with health-related services (e.g. child health services providing screening and support regarding child or family health)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L311D05
f) Consultation with child development specialists .	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	L311D06

28. To what extent do the following limit your effectiveness as an <ECEC centre leader> in this <ECEC centre>?

Please mark one choice in each row.

	Not at all	To some extent	Quite a bit	A lot	
a) Inadequate <ECEC centre> budget and resources ...	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L320D01
b) Government regulation and policy	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L320D02
c) <ECEC staff> absences	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L320D03
d) <ECEC staff> shortage	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L320D04
e) Lack of parent or guardian involvement and support	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L320D05
f) Lack of opportunities and support for my own professional development	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L320D07
g) Lack of opportunities and support for <ECEC staff's> professional development	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L320D08

29. In your view, approximately how many <ECEC staff> in this <ECEC centre> would agree with the following statements?

Please mark one choice in each row.

	None or almost none	Some of them	Many	All or almost all	
a) It is important to be responsive to differences in children's cultural backgrounds	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L530D01
b) It is important for children to learn that people from other cultures can have different values	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L530D02
c) Respecting other cultures is something that children should learn as early as possible	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L530D03
d) It is important to recognise the different interests of children regardless of gender	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L530D09

30. In your opinion, how important is it for this <ECEC centre> to develop the following abilities or skills in children to prepare them for life in the future?

Please mark one choice in each row.

	Of low importance	Of moderate importance	Of high importance	
a) Oral language skills	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	L370D01
b) Physical and motor skills (e.g. physical exercises, dancing, playing musical instruments)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	L370D26
c) Ability to cooperate easily with others	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	L370D25
d) Ability to inquire and explore based on one's own curiosity	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	L370D30

<ECEC Staff> Professional Development

The following section includes questions on induction and professional development.

'Induction activities' are designed to support new <ECEC staff's> introduction into working with children and to support experienced <ECEC staff> who are new to an <ECEC centre>, and they are either organised in formal structured programmes or informally arranged as separate activities.

'Professional development' is defined as activities that are designed to develop an individual's skills, knowledge and expertise as an <ECEC staff> (or more generally, as a professional). These activities are formal and could refer to different activities such as courses and workshops, but also to a formalised <ECEC staff> collaboration and participation in professional networks.

'Mentoring' is defined as a support structure in <ECEC centres> where more experienced <ECEC staff> support less experienced <ECEC staff>. This structure might involve all <ECEC staff> in the <ECEC centre> or only new <ECEC staff>.

31. Which of the following induction activities are available?

Please mark one choice in each row.

	Yes	No	
a) Courses/seminars attended in person	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L500D12
b) Online courses/seminars	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L500D02
c) Online activities (e.g. virtual communities)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L500D03
d) Planned meetings with the <ECEC centre leader> and/or experienced <ECEC staff>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L500D04
e) Supervision by the <ECEC centre leader> and/or experienced <ECEC staff> .	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L500D05
f) Networking/collaboration with other <ECEC centres>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L500D06
g) Working in a team with experienced <ECEC staff>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L500D07
h) Portfolios/diaries/journals	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L500D08
i) Reduced work load	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L500D09
j) General/administrative introduction	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L500D10
k) Mentoring	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	L500D01

32. Is it part of your responsibility to plan for professional development activities for the <ECEC staff>?

L501D01

Please mark one choice.

₁ Yes

₂ No

Your Work Climate and Job Satisfaction

33. How strongly do you agree or disagree with these statements as applied to this <ECEC centre>?

Please mark one choice in each row.

	Strongly disagree	Disagree	Agree	Strongly agree	
a) This <ECEC centre> provides <ECEC staff> with opportunities to actively participate in <ECEC centre> decisions	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L380D16
b) This <ECEC centre> provides parents or guardians with opportunities to actively participate in <ECEC centre> decisions	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L380D17
c) This <ECEC centre> provides children with opportunities to actively participate in decisions	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L380D18
d) This <ECEC centre> has a culture of shared responsibility for <ECEC centre> issues	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L380D02
e) I make the important decisions on my own	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L380D19

34. To what extent is this <ECEC centre's> capacity to provide a quality environment for development, well-being and learning currently hindered by any of the following issues?

Please mark one choice in each row.

	Not at all	To some extent	Quite a bit	A lot	
a) Shortage or inadequacy of play or learning materials (e.g. books, picture books, building blocks, clay, paint)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L390D01
b) Shortage or inadequacy of digital technology for play and learning (e.g. computers, tablets, smart boards) ..	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L390D02
c) Insufficient Internet access	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L390D03
d) Shortage of <ECEC staff> with competence in working with children from <socio-economically disadvantaged homes>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L390D07
e) Shortage of <ECEC staff> with competence in working with children with special needs	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L390D13
f) Shortage or inadequacy of indoor space	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L390D10
g) Shortage or inadequacy of outdoor play space	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L390D11
h) Shortage of qualified staff	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L390D15
i) Shortage of staff for the number of enrolled children ..	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L390D16
j) Shortage of <ECEC staff> with competence in working with children speaking another language than the language(s) used in the <ECEC centre>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L390D06

35. To what extent do the following statements apply to this <ECEC centre>?

Please mark one choice in each row.

	Not at all	To some extent	Quite a bit	A lot	
a) <ECEC staff> understand the <ECEC centre's> goals for children's development, well-being, and learning ..	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L410D01
b) <ECEC staff> succeed in implementing the <ECEC centre's> goals for children's development, well-being and learning	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L410D02
c) Parents or guardians are involved in the <ECEC centre's> activities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L410D05
d) The <ECEC centre> works with the local neighbourhood	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L410D09
e) The <ECEC centre> has excursions to outdoor areas, such as parks, forests, beaches or other nature areas	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L410D11

36. How strongly do you agree or disagree with the following statements?

Please mark one choice in each row.

	Strongly disagree	Disagree	Agree	Strongly agree	
a) I think that <ECEC staff> are valued in society	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L460D08
b) I am satisfied with the salary I receive from my work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L470D01
c) Apart from my salary, I am satisfied with the terms of my <ECEC centre leader> <contract/employment> (e.g. benefits, work schedule)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L470D02
d) I am dissatisfied with the level of influence that I have over choosing the <ECEC staff> working in this <ECEC centre>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L470D03
e) I enjoy working at this <ECEC centre>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L460D05
f) I am satisfied with the support that I receive from parents or guardians in this <ECEC centre>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L470D05
g) I am satisfied with the support that I receive from the staff in this <ECEC centre>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L470D10
h) I need more support from <local, municipality/regional, state, or national/federal> authorities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L470D06
i) All in all, I am satisfied with my job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L460D10

37. Thinking about your job at this <ECEC centre>, to what extent are the following sources of stress in your work?

Please mark one choice in each row.

	Not at all	To some extent	Quite a bit	A lot	
a) Having too much administrative work to do (e.g. filling out forms)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L450D02
b) Having extra duties due to absent <ECEC staff>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L450D03
c) Being held responsible for children’s development, well-being and learning	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L450D04
d) Keeping up with changing requirements from <local, municipality/regional, state, or national/federal> authorities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L450D07
e) Managing <ECEC staff>	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L450D08
f) Addressing parent or guardian concerns	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L450D09
g) Accommodating children with special needs	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L450D10
h) A lack of support from local authorities or government	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L450D12
i) A lack of resources (e.g. financial support and material resources)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L450D14
j) A lack of <ECEC staff> to carry out work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	L450D16

This is the end of the questionnaire.

Thank you very much for your participation!

Please <National Return Procedures and Date>