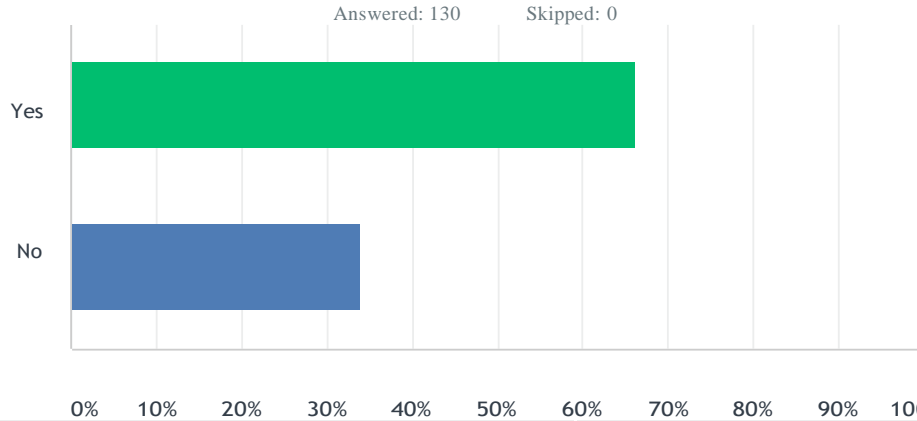


NMAEYC Covid 19 Incentive & Assistance 2022 Survey Results

Introduction: In April and May of 2022, the New Mexico Association for the Education of Young Children (NMAEYC) invited its members and contacts to participate in a survey about participation in and experiences with incentive pay and assistance grant programs offered to early childhood education professionals and centers. The intention of both these programs was to offset stresses and costs of continuing operation during the Covid 19 pandemic, and to demonstrate appreciation for the hard work of early childhood professionals. Below is a summary of the responses received to the survey.

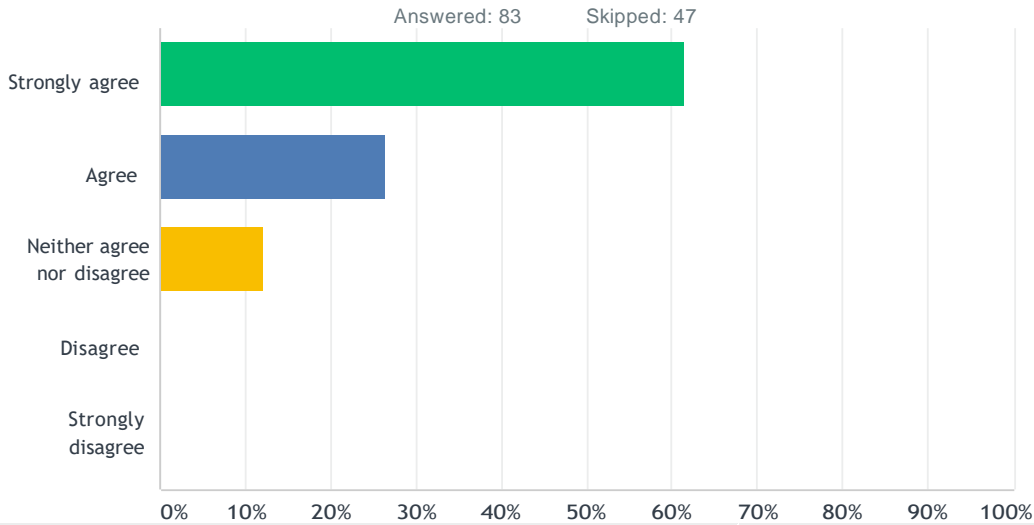
Incentive Payments

Did you receive the \$1,500 incentive pay provided by the state of NewMexico to child care professionals?



ANSWER CHOICES	RESPONSES	COUNT
Yes	66.15%	86
No	33.85%	44
TOTAL		130

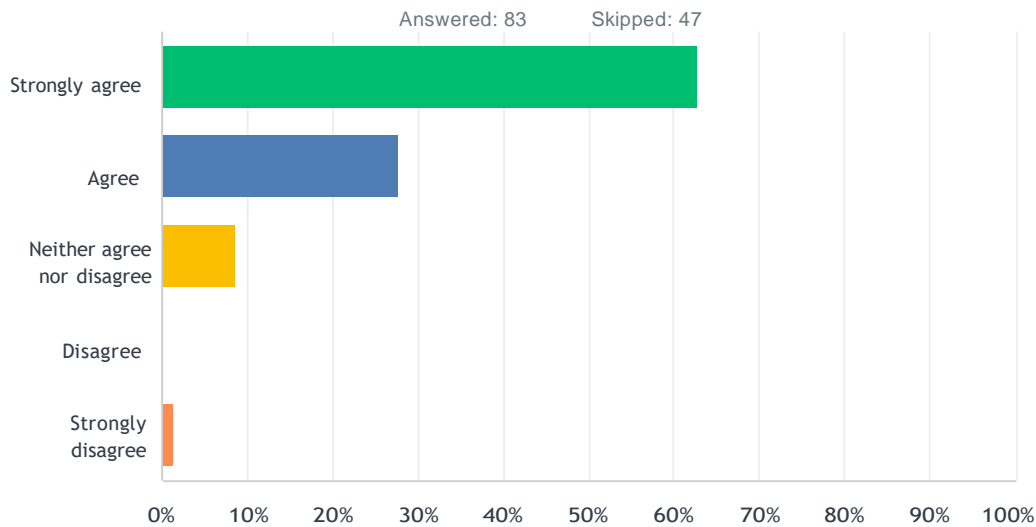
The incentive pay made me feel appreciated for the work I did during the Covid 19 pandemic.



ANSWER CHOICES	RESPONSES	COUNT
Strongly agree	61.45%	51
Agree	26.51%	22
Neither agree nor disagree	12.05%	10
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		83

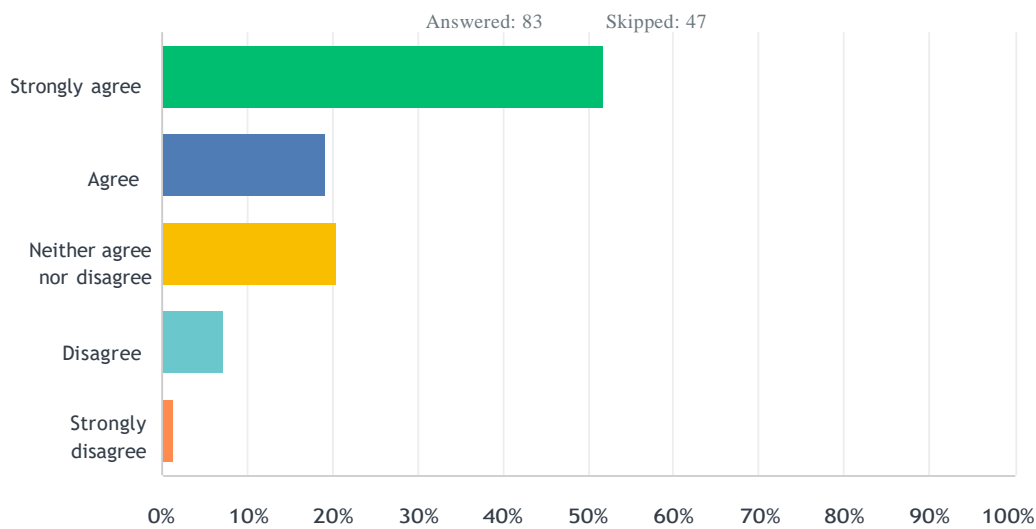
NMAEYC Covid 19 Incentive & Assistance 2022 Survey Results

The incentive pay made me feel valued as an early care and education professional.



ANSWER CHOICES	RESPONSES	
Strongly agree	62.65%	52
Agree	27.71%	23
Neither agree nor disagree	8.43%	7
Disagree	0.00%	0
Strongly disagree	1.20%	1
TOTAL		83

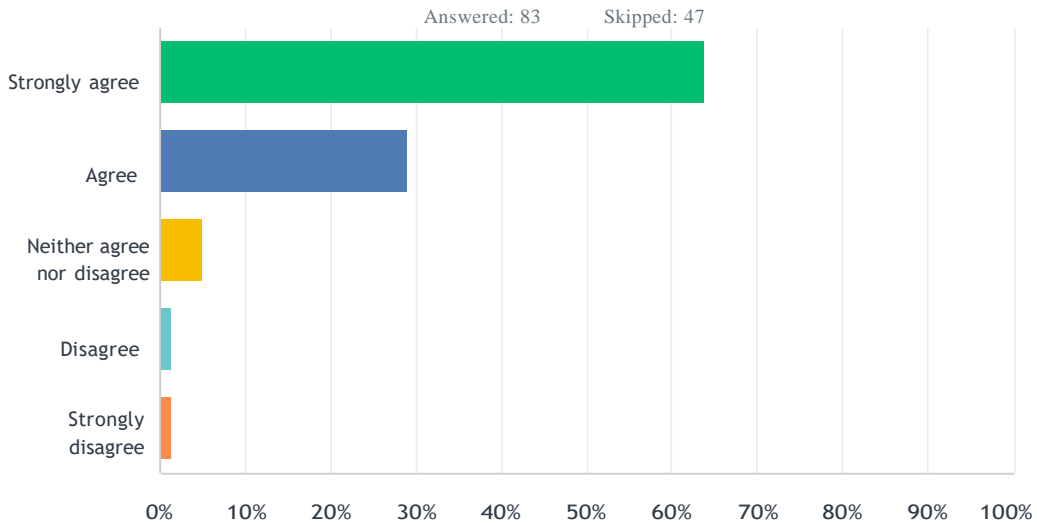
The incentive pay encouraged me to stay in the early care and education field during the Covid 19 pandemic.



ANSWER CHOICES	RESPONSES	
Strongly agree	51.81%	43
Agree	19.28%	16
Neither agree nor disagree	20.48%	17
Disagree	7.23%	6
Strongly disagree	1.20%	1
TOTAL		83

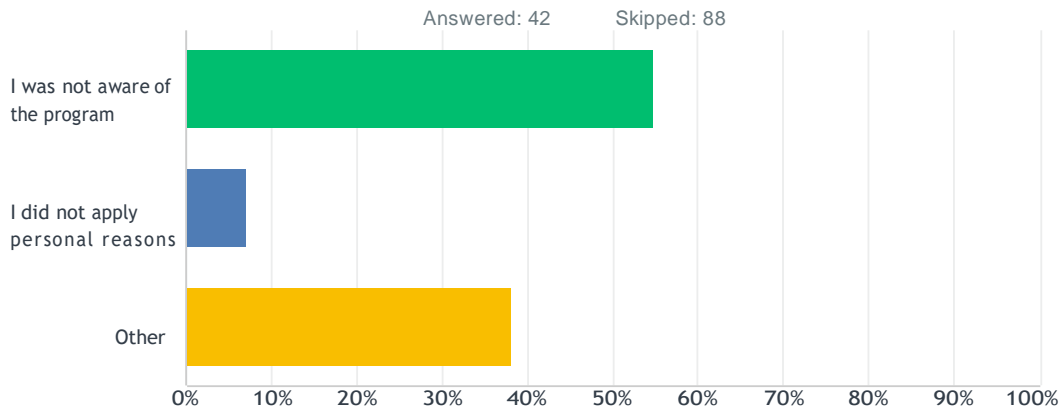
NMAEYC Covid 19 Incentive & Assistance 2022 Survey Results

The incentive pay recognized me as an early care and education professional and frontline worker during the Covid 19 pandemic.



ANSWER CHOICES	RESPONSES	
Strongly agree	63.86%	53
Agree	28.92%	24
Neither agree nor disagree	4.82%	4
Disagree	1.20%	1
Strongly disagree	1.20%	1
TOTAL		83

What best describes why you did not receive the \$1500 incentive pay?



ANSWER CHOICES	RESPONSES	
I was not aware of the incentive pay.	54.76%	23
I did not apply for the incentive pay for personal reasons.	7.14%	3
Other (please specify)	38.10%	16
TOTAL		42

NMAEYC Covid 19 Incentive & Assistance 2022 Survey Results

Selected Comments

"The money (helped) me to subsidize my bills through the COVID issues. I am a single mom, full time worker and full time student."

"This was one of the first times I have ever been recognized monetarily for my years of dedication and for giving children my best every day. It felt really nice to be acknowledged where it counts, in the wallet."

"We paid a lot of it back in taxes but we (support) the efforts made. NM ECECD is amazing and took care of their people."

"Although the incentive pay was appreciated it seemed as though EC teachers were finally noticed for providing essential services to our communities when we have been fighting for over 20 years for a livable wage. it was nice to receive during lock downs and it would be even more valuable if we had regular (bonuses) or (better) compensation. Early Childhood education is a necessary service. Families cannot work without us."

"This incentive made me feel seen as an integral part of the important work of Early Childhood. It also helped me recover from the financial stress of the pandemic allowing me to be more productive at work."

"Agradezco por el incentivo que pude obtener, pues me ayudó bastante en mi gasto familiar, además me hizo sentir que se aprecia mi trabajo y me animo a seguir trabajando con mis niños y mi comunidad ."

"I feel like the incentive pay was too little too late for the hard work that childcare providers do and have done throughout the pandemic. With the extra regulations and the citations, I feel like teachers showed dedication to the profession and deserved more lasting effects than just a \$1500 check."

"I appreciate receiving the incentive, however, I was hugely disappointed on how much this bonus affected my tax return."

"This has not been an easy time. I am the owner and Director of my preschool. I am struggling to find adequate amount of staff. Summer it will become very challenging, because we will have a lot more children full-time (school kids)."

"Please add other individuals to future incentive pay. Consultants and administration in indirect services."

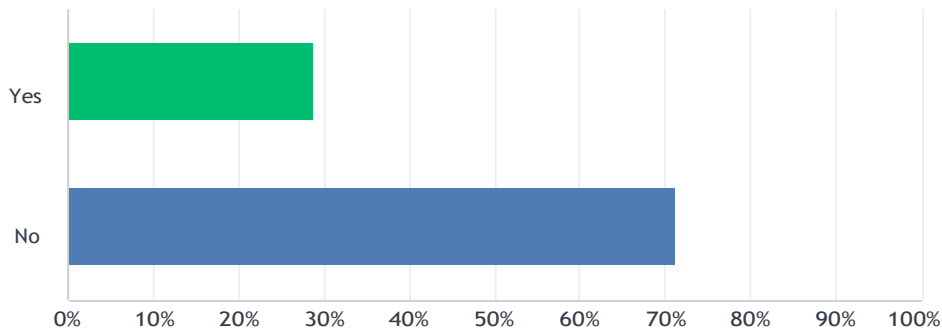
"We were told that since our offices were in the Admin Offices and a Childcare Center, we were not eligible."

"I found out that even though I provided services, I did not qualify for the incentive pay because the services that I provided were not at a center."

Child Care Center Assistance Grants

Are you the owner or director of a child care center?

Answered: 125 Skipped: 5

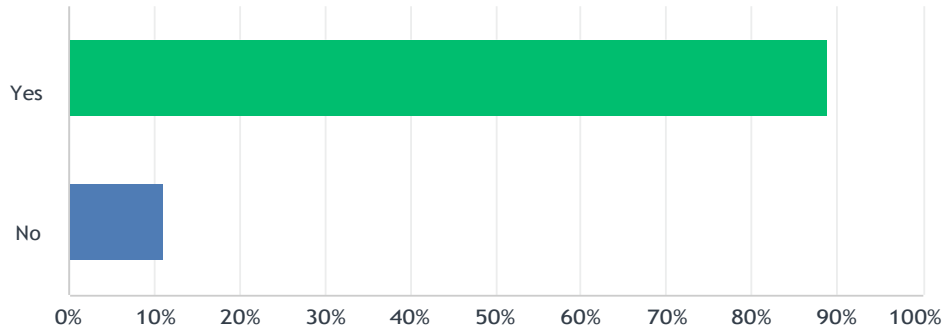


ANSWER CHOICES	RESPONSES
Yes	28.80% 36
No	71.20% 89
TOTAL	125

NMAEYC Covid 19 Incentive & Assistance 2022 Survey Results

Did your center receive an ECECD assistance grant?

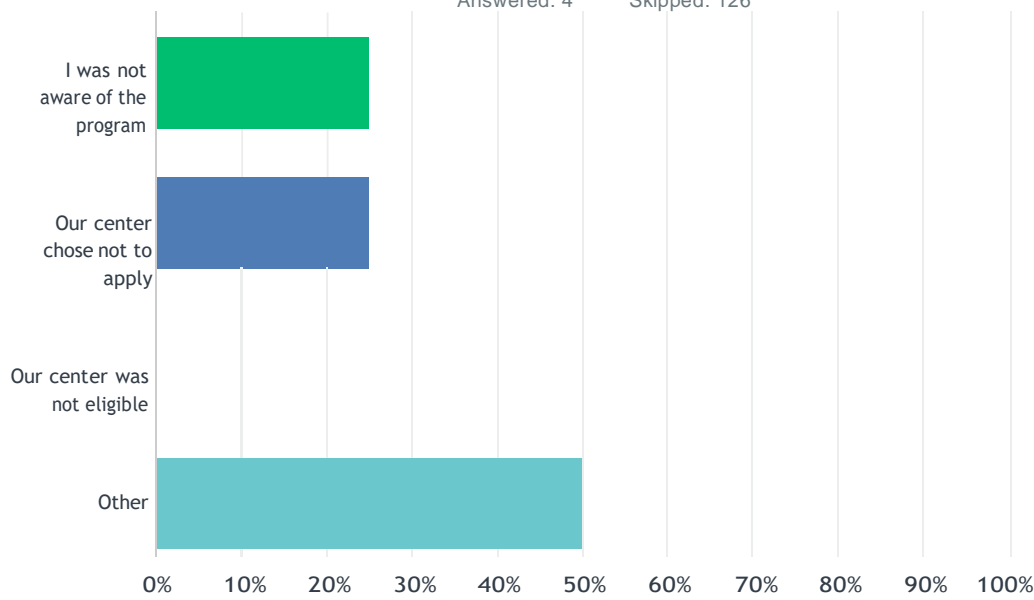
Answered: 36 Skipped: 9



ANSWER CHOICES	RESPONSES	
Yes	88.89%	32
No	11.11%	4
TOTAL		36

Why did your center not receive an ECECD assistance Grant?

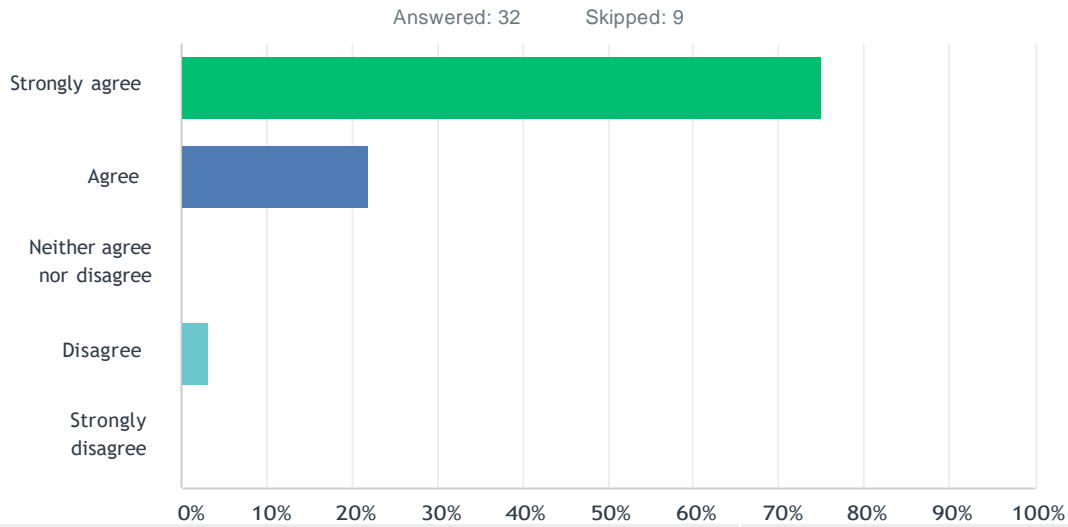
Answered: 4 Skipped: 126



ANSWER CHOICES	RESPONSES	
I was not aware of the ECECD assistance grants.	25.00%	1
Our center chose not to apply for an ECECD assistance grant.	25.00%	1
Our center was not eligible for the ECECD assistance grants.	0.00%	0
Other (please specify)	50.00%	2
TOTAL		4

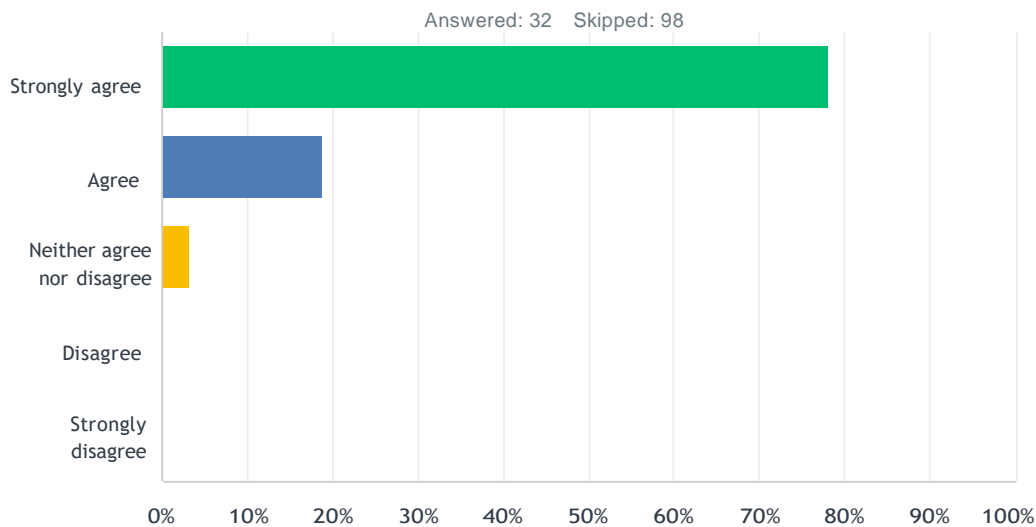
NMAEYC Covid 19 Incentive & Assistance Survey

The ECECD assistance grant helped support Covid-related program challenges, such as buying protective equipment or cleaning supplies, enacting other health and safety practices, and more.



ANSWER CHOICES	RESPONSES	
Strongly agree	75.00%	24
Agree	21.88%	7
Neither agree nor disagree	0.00%	0
Disagree	3.13%	1
Strongly disagree	0.00%	0
TOTAL		32

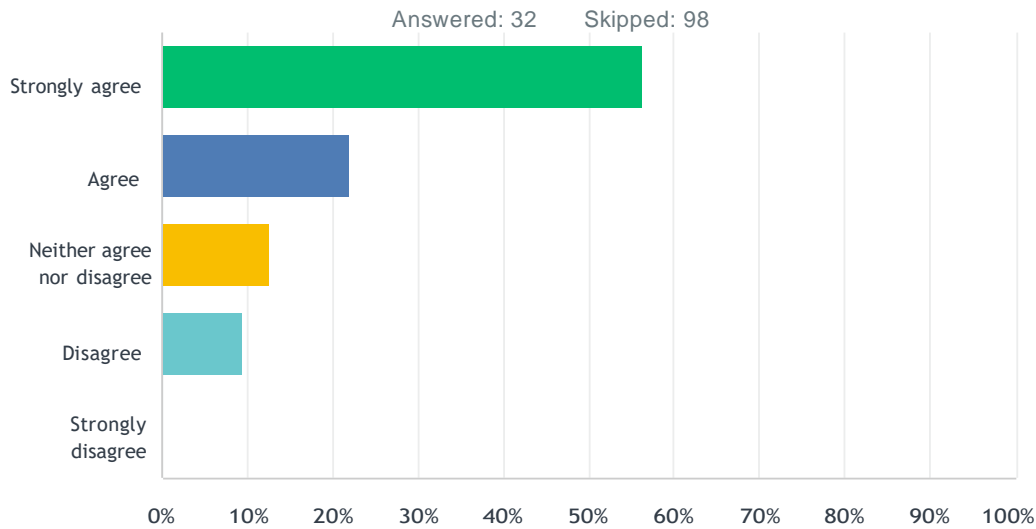
The ECECD assistance grant helped with program budget challenges, such as personnel costs, rent, utilities, facilities maintenance, or other costs.



ANSWER CHOICES	RESPONSES	
Strongly agree	78.13%	25
Agree	18.75%	6
Neither agree nor disagree	3.13%	1
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		32

NMAEYC Covid 19 Incentive & Assistance Survey

The ECECD assistance grant helped pay for past expenses that resulted from the Covid 19 pandemic.



ANSWER CHOICES	RESPONSES
Strongly agree	56.25% 18
Agree	21.88% 7
Neither agree nor disagree	12.50% 4
Disagree	9.38% 3
Strongly disagree	0.00% 0
TOTAL	32

Selected Comments

"The Stabilization Grant not only helped with all these expenses but also allow us to give COVID bonus to our employees that stuck with the childcare center during these trying times."

"I'm a licensed home. I did receive this grant. I'm spending the money to improve my backyard to provide a safer area for the 6 children I care for. I'm also replacing 18 year old playground equipment and other toys. We spend a lot of time outdoors."

"The grant money was a godsend, as none of the COVID expenses had been budgeted for!"

"This honestly changed our lives as a small home provider. We racked up a lot of debt due to parenting a pulling kids and instability. As a small provider we didn't have a lot of options to stay open during COVID infections in owner and staff. We are very thankful because this kept up from closing our doors to the few parents who stuck with us."

"The grant we received was more than generous and enough to get us through 2 - 3 years but I am afraid of what happens afterwards. It's going to be a challenge to right the ship given the rising salaries and the rising prices without substantial help going forward."

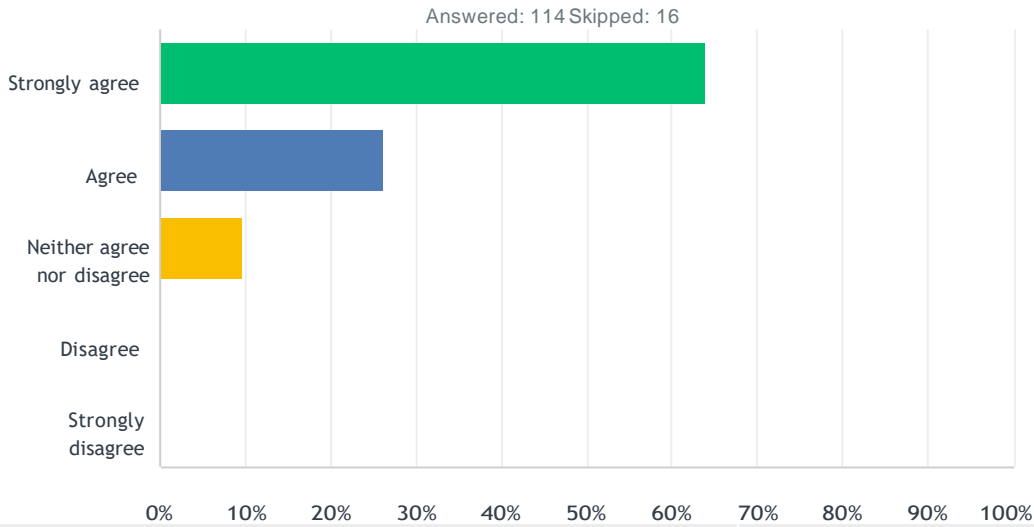
"Helped pay for Covid pay for staff who had to stay out when exposed."

"The grant was helpful in many ways but as far as providing for supplies needed, we couldn't buy what was sold out or back ordered."

"I truly appreciate it all the grants that were early childhood programs. Every grant that was given to our preschool, I saved a third of it. I wasn't sure if I needed to pay taxes on it. As it turned out I didn't need to pay taxes for all the grants money. A little over a third of all the grants I received was sent off to pay for our taxes."

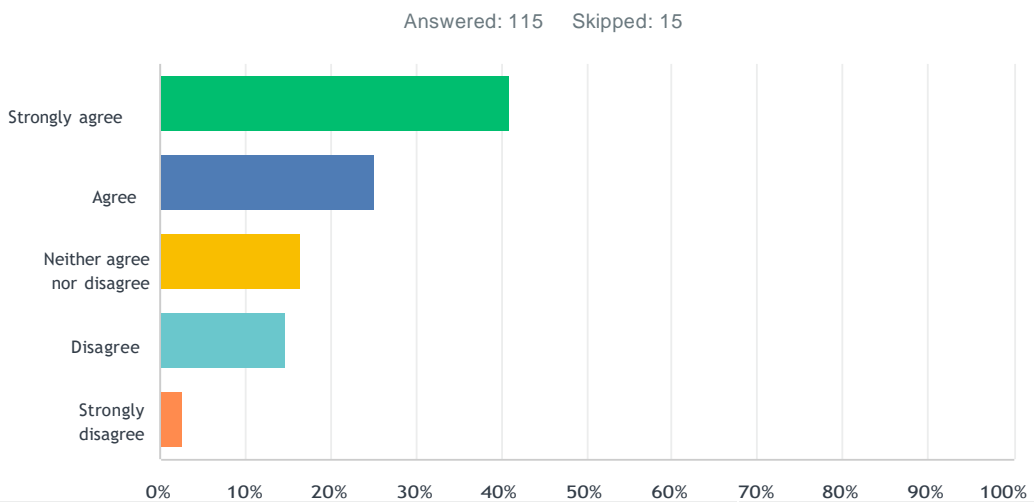
Overall Experience

I used my early childhood knowledge, skills, and dispositions in new ways to confront the challenges of taking care of young children during the Covid 19 pandemic.



ANSWER CHOICES	RESPONSES	
Strongly agree	64.04%	73
Agree	26.32%	30
Neither agree nor disagree	9.65%	11
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		114

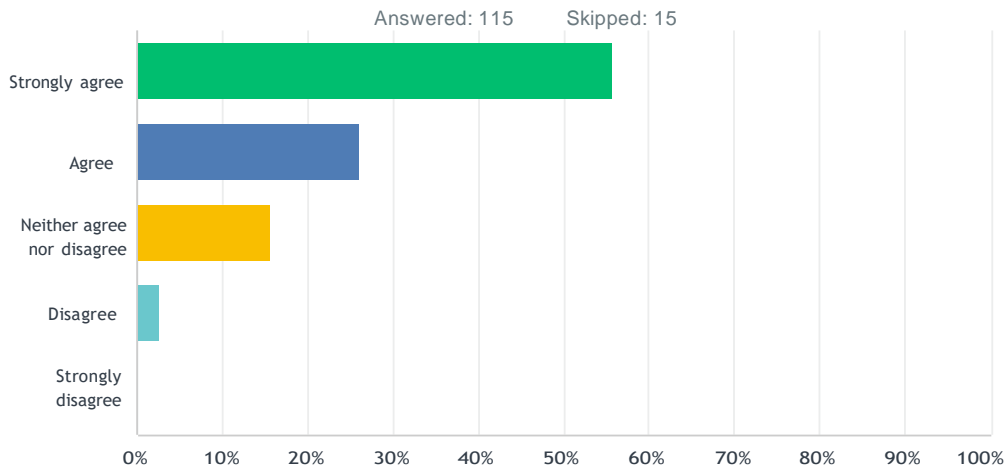
I believe that during the Covid 19 pandemic the public in general gained an increased appreciation for child care professionals as essential workers.



ANSWER CHOICES	RESPONSES	
Strongly agree	40.87%	47
Agree	25.22%	29
Neither agree nor disagree	16.52%	19
Disagree	14.78%	17
Strongly disagree	2.61%	3
TOTAL		115

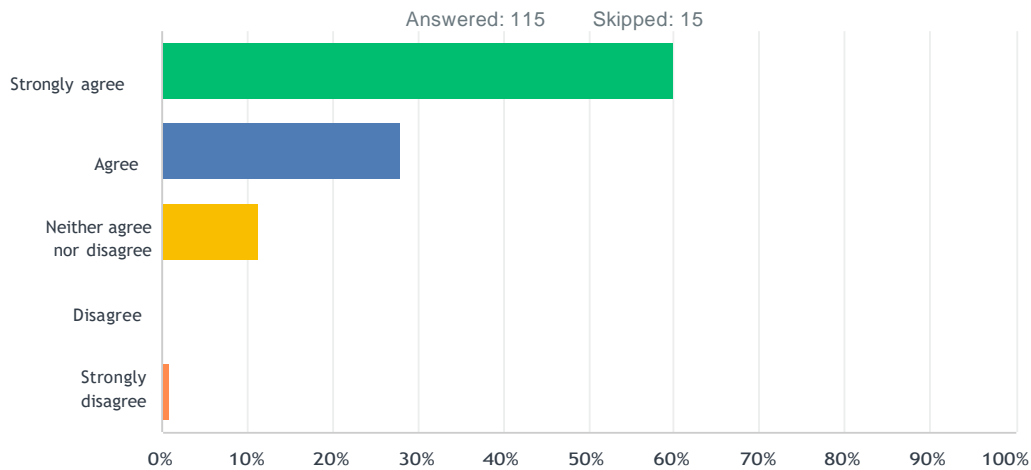
NMAEYC Covid 19 Incentive & Assistance Survey

The Covid 19 pandemic shone a light on the pre-existing deficiencies and inequities in New Mexico's early childhood care system.



ANSWER CHOICES	RESPONSES	
Strongly agree	55.65%	64
Agree	26.09%	30
Neither agree nor disagree	15.65%	18
Disagree	2.61%	3
Strongly disagree	0.00%	0
TOTAL		115

Public policies and investments should be made to address the systemic deficiencies in New Mexico's childcare system, to prevent a future crisis.



ANSWER CHOICES	RESPONSES	
Strongly agree	60.00%	69
Agree	27.83%	32
Neither agree nor disagree	11.30%	13
Disagree	0.00%	0
Strongly disagree	0.87%	1
TOTAL		115

NMAEYC Covid 19 Incentive & Assistance Survey

Selected Comments

"Investing in NM children long term will make our future teachers, doctors, lawyers and legislators."

"Of course, I don't have any kind of benefits, my salary is under other professional jobs."

"I think in many instances, childcare workers were also taken for granted..."

"I was very afraid of getting sick, I don't have health insurance and I'm a mature woman."

"Yes, (there was increased appreciation) especially when students weren't able to attend school. Our staff stepped in and had children log in to their zoom classes, helped with homework, and were the middleman between teachers and parents."

"As (an) educator for 20 years, I was labeled a bonafide babysitter and now everyone has learned that I am more than that because of Covid 19."

Respondent Demographics

Which option best describes your gender?

Answered: 113 Skipped: 17

ANSWER CHOICES	RESPONSES	
Female	98.23%	111
Male	1.77%	2
Non-Binary	0.00%	0
Transgender	0.00%	0
Intersex	0.00%	0
TOTAL		113

Which option best describes your race/ethnicity? (select all that apply)

Answered: 112 Skipped: 18

ANSWER CHOICES	RESPONSES	
White or Caucasian	44.64%	50
Black or African American	1.79%	2
Hispanic or Latino	46.43%	52
Asian or Asian American	0.00%	0
American Indian or Alaska Native	8.93%	10
Native Hawaiian or other Pacific Islander	0.00%	0
Mixed Race	1.79%	2
Other (please specify)	0.89%	1
Total Respondents: 112		

NMAEYC Covid 19 Incentive & Assistance Survey

In which New Mexico county to you primarily live?

Answered: 109 Skipped: 21

COUNTY NAME	RESPONSES	
Bernalillo	32.11%	35
Catron	0.00%	0
Chaves	2.75%	3
Cibola	0.92%	1
Colfax	0.00%	0
Curry	3.67%	4
De Baca	0.00%	0
Dona Ana	6.42%	7
Eddy	0.00%	0
Grant	1.83%	2
Guadalupe	0.00%	0
Harding	0.00%	0
Hidalgo	0.92%	1
Lea	0.00%	0
Lincoln	4.59%	5
Los Alamos	0.00%	0
Luna	1.83%	2
McKinley	2.75%	3
Mora	0.00%	0
Otero	0.92%	1
Quay	0.00%	0
Rio Arriba	3.67%	4
Roosevelt	3.67%	4
Sandoval	7.34%	8
San Juan	7.34%	8
San Miguel	1.83%	2
Santa Fe	11.93%	13
Sierra	0.00%	0
Socorro	0.92%	1
Taos	1.83%	2
Torrance	0.00%	0
Union	0.00%	0
Valencia	2.75%	3
TOTAL		109