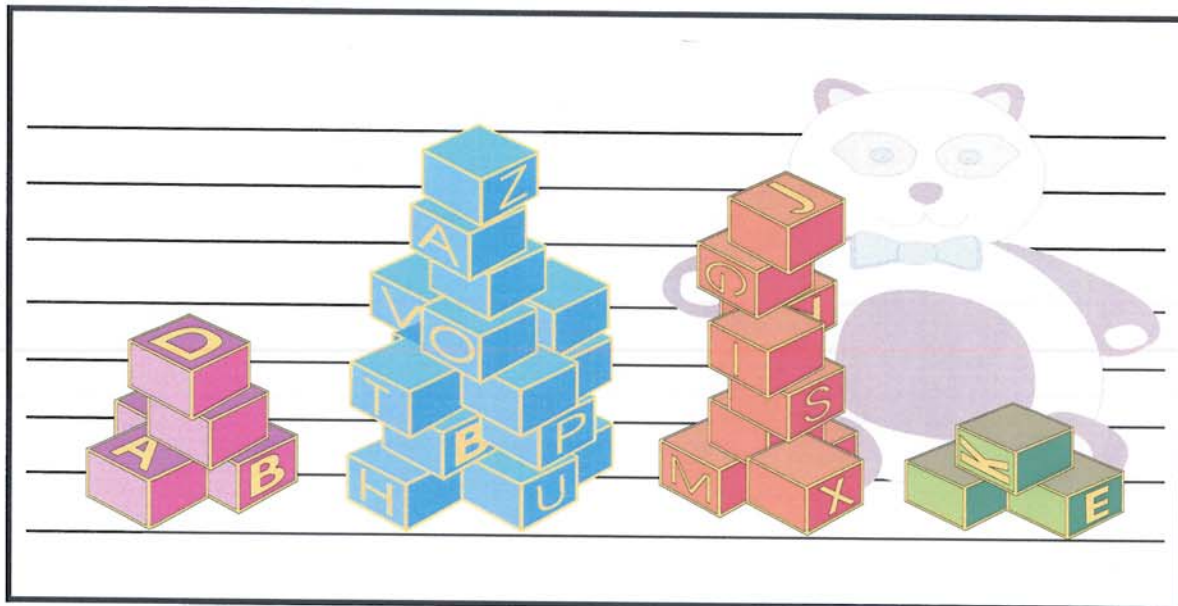


Child Care Local Market Rate Survey



Conducted for the
Georgia Department of Human Resources
Division of Family and Children Services
Childcare and Parent Services Section

January 31, 2001

Child Care Local Market Rate Survey

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1. Executive Summary

The Division of Family and Children Services, through the Childcare and Parent Services (CAPS) Section, reimburses a portion of the child care expenses incurred by some low-income families and some families receiving protective services. Reimbursement rate scales are based upon local market rates for child care.

In October 2000, The Division of Family and Children Services (DFCS) contracted with Care Solutions, Inc. to survey the local market costs of child care throughout the state of Georgia with the intention of using the results to set payment rates for subsidized child care. Quality Assist, Inc. developed the survey instrument and collaborated in the data analysis process. Care Solutions conducted similar surveys in 1991, 1994 and 1998.

11,594 child care providers were surveyed, representing 100% of licensed child care centers, 100% of licensed group child care homes, 100% of registered family child care providers, and 100% of identified school-based programs.

A four-stage survey protocol was employed. First, providers were sent a postcard notifying them of the upcoming survey and the deadline for submission. Second, a survey packet, including a cover letter, questionnaire, and postage-paid reply envelope, was sent to each provider in the sample. One week later, a reminder postcard was sent to all providers. Three weeks later, a second copy of the survey packet was sent to all non-respondents. All mailings were sent first class and each included a telephone number for questions.

Approximately 63% of providers surveyed responded. The highest response rate was that of child care centers, at 71%; the response rate for family child care providers was 62%. The percentage of useable responses in each category was lower (50% and 42% respectively) primarily because of respondents who indicated they were no longer providing child care.

Georgia has the second highest number of counties of any state (159 counties). Rather than calculate 159 discrete rate scales, based on a small number of providers in each county, counties were aggregated into three market rate zones. **Zone 1** includes 11 Metropolitan Atlanta counties. The 41 counties in **Zone 2** represent other urban areas, and counties bordering an urban center. **Zone 3** includes 107 rural counties. Counties were similarly divided into three zones in the 1991, 1994 and 1998 market rate surveys.

Responses were tabulated on a statewide basis (for illustration purposes only) and by zone. 75th percentile rates and additional statistical measures were calculated for each type of care, age group and status of provider.

For example, the 75th Percentile Rate for infant day care statewide was reported at \$110 per week for child care centers and \$95 per week for family child care providers. A summary of rate information is included at the end of this section. Expanded rate information is included in the appendices.

Historical Comparison

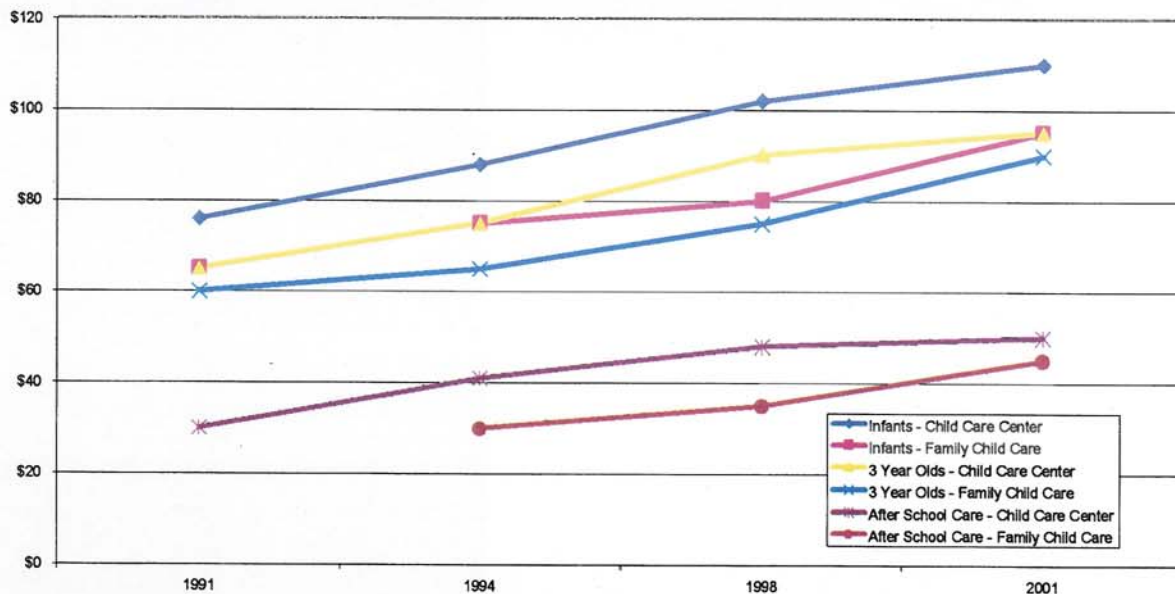
It is interesting to note that the cost of care has increased by 30% since 1991. The chart below gives a historical comparison of child care rates.

75th Percentile Rates per Week

Category	2001	1998	1994	1991
Infants				
• Child Care Center	\$110	\$102	\$88	\$76
• Family Child Care	\$95	\$80	\$75	\$65
3 Year Olds				
• Child Care Center	\$95	\$90	\$75	\$65
• Family Child Care	\$90	\$75	\$65	\$60
After School Care				
• Child Care Center	\$50	\$48	\$41	\$30*
• Family Child Care	\$45	\$35	\$30	---

*In 1991, after-school rates were not calculated by type of childcare. The \$30 rate is the 75th percentile rate across all categories.

75th Percentile Weekly Child Care Rates Statewide: 1991-2001



Provider Profile Data

In addition to rate data, providers were also queried about a series of other aspects of their program. Topic areas included:

- Special Services Offered and Fees Charged
- Populations Served
- Organizational Type
- Accreditation
- Teacher Experience and Training
- Credentials and Educational Attainment of Directors and Staff

Respondents were also asked to identify their organization type as one of the following:

For-Profit: Family Day Care, Group Day Care, Independent Center, Local Chain Center, National Chain Center, Corporate/ Hospital Sponsored, Other

Non-Profit: Head Start, Independent, Parent Cooperative, Local Government Sponsored, Church/Religious Organization Sponsored, or Community Organization Sponsored

Responses to questions about accreditation, educational attainment of staff, and special services were tabulated and analyzed across organization type, zone and license type and presented in tabular and graphic form.

Organizational Type

Approximately 28% of responding centers reported they were non-profit organizations and 63% reported they were for-profit. 10% did not indicate their organization type. Approximately half (48%) of the responding centers were independently owned and operated as for-profit centers and a very small portion (5%) were local or national chain centers. There were no substantial differences in the types of programs represented across zones.

Accreditation

Among responding child care centers, 78% were either not accredited or did not report accreditation. Approximately 5% of the responding centers were NAEYC accredited. The proportion of NAEYC accredited centers in the market survey sample was comparable to the state percentage. Head Start programs had the highest representation of NAEYC accreditation.

There are seven NECPA accredited centers in Georgia; NECPA accreditation data was not detailed in this report or the tables.

There are eight NAFCC accredited family child care homes in Georgia; six which responded to the survey.

While an additional 10% of respondents indicated that they were preparing for accreditation and 7% reported that they were accredited by another entity, there is less confidence in this data. While responses referenced legitimate accreditation systems such as Georgia Accrediting Commission, School-Age Care Association, and Southern Association of Colleges & Schools, others referenced state, church, and private entities that do not offer accreditation such as the Board of Education, HOPE, CDA, DHR, private business, etc.

Credentials and Educational Attainment of Directors and Staff

A high school diploma or GED was the highest level of education completed by 29% of the directors at responding centers. Approximately 23% completed either a technical college certificate or diploma, 11% have an associates degree and 36% of directors have completed a bachelors degree or higher. Educational attainment was generally higher in Zone 1 than in Zones 2 and 3.

Directors of non-profit centers generally reported higher levels of educational attainment. Approximately 6% of the responding center directors had completed the National Administrator Credential (NAC) and the distribution was similar across all zones.

50% of assistant directors had only a high school diploma or GED. Only 18% had earned a child development certificate and 14% had earned a bachelors degree in early childhood education/development or a related field. A comparison of credentials by zones reveals a pattern similar to that of the directors; bachelor and associate degrees are reported more frequently in Zone 1 than in Zone 2 and 3. Assistant directors working in non-profit centers generally reported higher levels of education.

Lead Teachers

A high school diploma or GED was the highest level of education for approximately 61% of lead teachers. Approximately 18% have completed either a technical school/college certificate or diploma and 21% have completed an associate degree or higher. A comparison of teacher credentials across Zones reveals similar patterns with the exception of Zone 1, which has a slightly higher percentage of teachers with bachelor degrees.

Teachers in non-profit settings displayed higher levels of educational attainment than those in the for-profit sector, in both the quantity and level of post-

secondary education. Teachers in Head Start, Corporate/Hospital sponsored and non-profit, independent centers were reported to have the highest level of educational attainment.

Participation in Training

Responding centers reported that 37% of their 17,133 teachers had completed 20 hours or more of DHR approved training, and therefore, exceed the state licensing training requirement. 63% of directors reportedly completed 20 hours of DHR approved training. Well over half of the family child care providers reported completing 20 hours or more of DHR approved training.

Experience and Employment Tenure

Of the 17,133 teachers employed in the responding centers across the state, 29% are lead teachers with three years or more experience working in a child care center, pre-kindergarten program, or Head Start. 28% of these teachers are lead teachers with three years or more of employment in their current center.

15% of the 2,259 family child care providers who provided experience and tenure data reported they had three years or more experience as a lead teacher; 27% had cited tenure of three years or more. These distributions were similar across all zones.

55% of responding family child care providers had only a high school diploma or GED. Approximately 22% had a Child Development Certificate only and 23% had a post-secondary diploma or degree. The representation and distribution of credentials was similar across all zones.

Child Development Associate (CDA)

9% of teachers in a center environment had a Child Development Associate (CDA) credential. A relatively modest number of family child care providers and their assistants (n=208) had a CDA credential and 13 had completed the National Administrator Credential.

Child Care Professional (CCP)

Statewide, survey respondents claimed that a total of 373 lead teachers and 126 family child care providers held the Child Care Professional (CCP) credential. However, the credentialing organization reports that there are only 85 CCP credentialed teachers in Georgia. It appears that respondents misunderstood the question and that the data is inaccurate.

Market Rate: Statewide Data Profile

Type of Child Care		75% Percentile Rate per Week				
Age of Children	Provider Type	Responses	Statewide	Zone 1	Zone 2	Zone 3
Daycare						
Infants	Child Care Center	1,174	\$110	\$145	\$90	\$75
	Family Child Care Provider	2,168	\$95	\$110	\$75	\$65
Toddlers	Child Care Center	1,321	\$103	\$135	\$87	\$70
	Family Child Care Provider	2,377	\$90	\$100	\$75	\$65
Three's	Child Care Center	1,382	\$95	\$123	\$85	\$70
	Family Child Care Provider	2,129	\$85	\$100	\$75	\$65
Four's	Child Care Center	1,137	\$90	\$116	\$84	\$70
	Family Child Care Provider	1,622	\$85	\$100	\$75	\$65
Five's	Child Care Center	842	\$85	\$109	\$80	\$65
	Family Child Care Provider	1,158	\$80	\$95	\$70	\$60
Before and After School						
All	Child Care Center	982	\$60	\$65	\$51	\$40
	Family Child Care Provider	1,004	\$50	\$60	\$45	\$40
	School/Exempt/Other	37	\$50	\$60	\$50	\$37
Before-School Only						
All	Child Care Center	581	\$42	\$46	\$40	\$35
	Family Child Care Provider	521	\$40	\$45	\$35	\$35
	School/Exempt/Other	36	\$21	\$21	\$28	\$10
After-School Only						
All	Child Care Center	1,002	\$50	\$60	\$45	\$35
	Family Child Care Provider	1,192	\$45	\$50	\$40	\$34
	School/Exempt/Other	274	\$30	\$40	\$30	\$28
Summer Care						
All	Child Care Center	1,036	\$95	\$120	\$82	\$70
	Family Child Care Provider	919	\$75	\$90	\$70	\$60
	School/Exempt/Other	88	\$80	\$100	\$80	\$65
Drop In						
All	Child Care Center	958	\$5	\$5	\$4	\$3
	Family Child Care Provider	1,692	\$4	\$4	\$3	\$3
	School/Exempt/Other	78	\$3	\$3	\$3	\$2

Market Rate: Statewide Data Profile

Type of Child Care		75% Percentile Rate per Week				
Age of Children	Provider Type	Responses	Statewide	Zone 1	Zone 2	Zone 3
Overnite						
Infants	Child Care Center	60	\$90	\$179	\$79	\$75
	Family Child Care Provider	365	\$100	\$143	\$95	\$75
Toddlers	Child Care Center	69	\$80	\$200	\$75	\$75
	Family Child Care Provider	399	\$100	\$125	\$80	\$75
Three's	Child Care Center	68	\$80	\$176	\$70	\$74
	Family Child Care Provider	384	\$100	\$125	\$76	\$70
Four's	Child Care Center	67	\$80	\$176	\$70	\$74
	Family Child Care Provider	355	\$100	\$125	\$75	\$70
Five's	Child Care Center	68	\$75	\$184	\$70	\$70
	Family Child Care Provider	328	\$100	\$125	\$75	\$70
Teens	Child Care Center	63	\$75	\$188	\$70	\$65
	Family Child Care Provider	335	\$85	\$125	\$75	\$67
Weekend						
Infants	Child Care Center	22	\$175	\$225	\$175	\$106
	Family Child Care Provider	282	\$150	\$200	\$125	\$100
Toddlers	Child Care Center	24	\$175	\$236	\$175	\$113
	Family Child Care Provider	300	\$150	\$175	\$125	\$100
Three's	Child Care Center	23	\$175	\$224	\$175	\$113
	Family Child Care Provider	283	\$125	\$175	\$125	\$100
Four's	Child Care Center	21	\$175	\$224	\$175	\$119
	Family Child Care Provider	277	\$125	\$150	\$125	\$100
Five's	Child Care Center	21	\$175	\$224	\$238	\$119
	Family Child Care Provider	261	\$125	\$150	\$125	\$100
Teens	Child Care Center	19	\$188	\$225	\$238	\$119
	Family Child Care Provider	260	\$125	\$150	\$125	\$100

Note: Drop-in Programs are expressed as hourly rates, all other programs are expressed as weekly rates.

2. Background

As detailed in the *Childcare and Parent Services Manual*, The Division of Family and Children Services, through the Childcare and Parent Services (CAPS) Section, pays for a portion of child care expenses incurred by some low income families and families receiving protective services.

Child care allows low-income families to participate in a training program, attend school, or maintain employment. Child care costs represent a substantial work-related expense for low income families. Many have worked their way off welfare, but still cannot afford the full cost of childcare. Childcare subsidies are often the only assistance needed for families to support themselves.

In Child Protective Services, childcare is subsidized for the good of the children so they can stay in their homes. Families may also need childcare to prevent family breakdown; for example, when a low-income family takes in a relative's child to prevent foster care placement.

The CAPS Section is responsible for the development of these child care resources statewide, in support of the Temporary Assistance for Needy Families (TANF) and other DFCS programs. DFCS contracted with Care Solutions, Inc. to conduct a market rate study to provide data necessary for setting reimbursement levels for subsidized childcare.

The Division sought rate information for various types of childcare. Types of care included:

Types of Care	Settings	Age Groups
Daycare	Licensed Child Care Centers	Infants
Before/After School Care	Family Child Care Providers	Toddlers (13-35 mos)
Before School Care	Group Child Care Homes	3 year olds
After School Care	Exempt School Age Care Providers	4 year olds
Summer Care		5 year olds
Drop-in Care		School Age (6-13 yrs)
Overnight Care		
Weekend Care		
Sick-Child Care		
Special-Needs Care		

Rates were calculated on a weekly basis except that drop-in care was stated on an hourly basis. Rates were determined for infants, toddlers, pre-schoolers, and school-age children. In addition to rate data, the questionnaire included questions that affect the cost and quality of care. This included special services offered and fees charged, organization type, accreditation, teacher experience and training and credentials and educational attainment of directors and staff.

3. Survey Methodology

The Child Care Universe in Georgia

Child care in Georgia can be broken down into three basic sectors. **Regulated** childcare includes licensed childcare centers and group childcare homes, and registered family childcare providers. **Exempt** programs include certain school-based programs and others that are legally exempt from regulation.

Informal/unregulated childcare providers are typically a neighbor or relative who takes care of fewer than three children not their own.

Parents who qualify for subsidized childcare can select a provider from any of these three groups. The market rate survey surveyed regulated and exempt programs. Informal/unregulated childcare providers were not included in this survey as their rates are typically set in line with family child care providers.

Regulated Child Care

In Georgia, the Office of Regulatory Services, Child Care Licensing Section (ORS), and the Office of School Readiness (OSR) are responsible for licensing child care centers. ORS also licenses group child care homes and registers family child care providers. OSR also contracts with public schools to operate some Pre-K programs. According to OSR and ORS records, as of October 2000, there were:

- 3,198 Licensed Centers, Group Child Care Homes, and Exempt Pre-K providers
- 6,105 Registered Family Child Care Providers

Childcare centers and group childcare homes are licensed to accept up to a certain number of children based on size and facilities. Family child care providers are limited to 6 children not their own.

Exempt Child Care

Many public schools offer before- and after-school programs and summer programs. Under Georgia law, school-based programs are exempt from ORS licensing requirements, as are some part-day programs offered by other entities. Care Solutions identified and surveyed 2,291 entities that included the 1,665 statewide elementary and middle public schools, Georgia Parks and Recreation Departments, YMCA's and YWCA's, and other similar organizations that offer before/after school programs.

Informal/Unregulated Child Care

A caregiver who cares for fewer than three children unrelated to himself/ herself is exempt from regulation as a child care provider. In Georgia there are 3,453 (as of 1/03/01) informal/unregulated child care providers receiving payments under the subsidized child care program. The total informal/unregulated child care sector is, of course, much larger than those receiving subsidies; however, there are no statistics available on the total size of the sector. Again, this sector was not surveyed as rates are typically set in line with family child care providers.

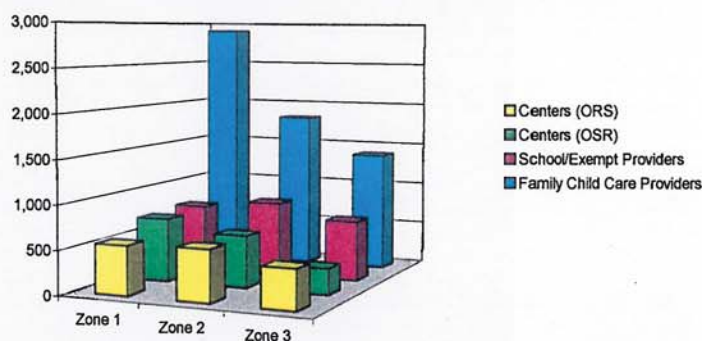
Zones

For purposes of this survey, the state was divided into three zones. Zone 1 includes 11 Metropolitan Atlanta counties. Zone 2 includes 41 counties, representing other urban counties and bordering areas. Zone 3 includes 107 predominantly rural counties in Georgia.

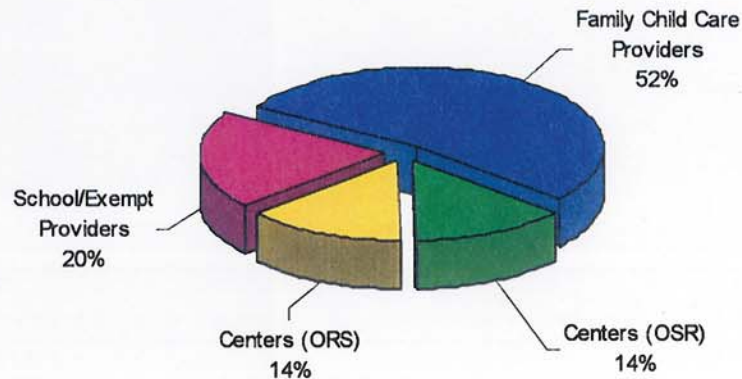
Georgia's universe of licensed, registered and exempt providers included in this survey are detailed in the following table:

Total Providers/Facilities	Zone 1	Zone 2	Zone 3	Total
Child Care and Group Child Care Centers – ORS	556	586	449	1,591
Child Care Centers and Exempt Pre-K Providers – OSR	723	591	293	1,607
Family Child Care Providers	2,902	1,819	1,384	6,105
School and other Exempt Providers	755	849	687	2,291
Total	4,936	3,845	2,813	11,594

Child Care Providers by Zone



Child Care Providers by Type



While there are a large number of family child care providers in Georgia, they represent a relatively small portion of total regulated child care capacity because the legal limitation of caring for no more than six children.

It is important to note that not all school-based programs and other exempt providers could be identified. In addition, there are family child care providers who have not registered with the state, either because of lack of knowledge or an unwillingness to comply with regulations. In addition, the informal/unregulated sector defies quantification by its very nature, although it most resembles the family child care sector from a structural and cost standpoint.

Questionnaire Design

A mailed short form survey was used to gather the requisite local market rate information. The format was chosen for several reasons. Telephone surveys are more of an imposition on providers' time, while a written questionnaire can be completed and mailed at their convenience. In addition, many providers have told us they are extremely reluctant to provide rates over the telephone. Finally, mailed surveys can be accomplished at lower costs than telephone surveys.

The survey instrument included two pages of questions. The first page asked basic questions about childcare rates. The second page included questions about Special Services, Organization Type, Accreditation, Teacher Experience, Staff Credentials and Director/Assistant Director Training Credentials. Similar questionnaires were used in previous years.

The questionnaire was printed and sent with a cover letter signed by Delores Woodward, Unit Chief of the Childcare and Parent Services Section. The cover letter was on DFCS stationery and was mailed in a window envelope bearing the DFCS logo. A toll-free telephone number was included in case providers had

DFCS logo. A toll-free telephone number was included in case providers had any questions, and a pre-addressed, postage-paid envelope was included for responses.

Formats for the cover letters, questionnaire, and post cards are included as appendices to this report.

Data Acquisition Procedures

On November 10, 2000 an advance postcard announcing the survey was sent to 11,594 identified providers. On November 22, 2000, questionnaire packets were sent to the same population. Each packet included a #10 window envelope, a cover letter, survey and a postage-paid pre-addressed reply envelope.

Questionnaires were mailed presorted first class. In addition to getting the questionnaires to their destination more rapidly, undeliverable mail was returned. When returned questionnaires included a forwarding address, the database was updated and packets were sent to that address; otherwise the questionnaire was marked as *bad address*. Data on providers with bad addresses is included in the response analysis section.

On December 5, 2000, approximately two weeks after the first questionnaire was mailed, a follow-up postcard was mailed first class to all members of the sample. This postcard thanked respondents if they had completed and returned the questionnaire and encouraged them to do so if they had not returned the questionnaire. It also included a toll-free number they could call with questions about the survey or to request a questionnaire if they had misplaced theirs.

On December 14, 2000 approximately four weeks after the first questionnaire was sent, a follow-up questionnaire packet was mailed to non-respondents. This was mailed to 8,143 or 70% of the providers. The format of the packet was similar to the first version; a modified cover letter stressed the importance of the information and encouraged completion of the questionnaire.

Throughout the process, CSI staff answered telephone queries about the survey and sent replacement copies to providers who misplaced their questionnaire or did not receive one at all.

Response Processing

Sample participants were assigned a control number that was printed on the survey. When survey responses were received, they were opened and the control numbers recorded so those respondents did not receive the second questionnaire mailing.

The first question on the survey was "Do you currently provide child care or after school care?" Control numbers of respondents who answered no were recorded in the database as ***Not Keeping Children*** and their questionnaires were filed.

If the questionnaire indicated that the respondent did provide care, the questionnaire was reviewed for suitability for data entry. Questionnaires completed in the expected format were forwarded for data entry; questionnaires requiring interpretation were put aside for review. All clarifications were marked appropriately to maintain an audit trail if further questions arose.

When questionnaire recipients called to say they no longer provided care, their control numbers were recorded accordingly and they were told they could discard the questionnaire. Occasionally, recipients responded to the questionnaire over the telephone with assistance from Care Solutions' personnel.

Some recipients returned multiple questionnaires; the database was programmed to accept only one copy.

Responses received through January 26, 2001 were entered into a Microsoft Access database. After data was normalized based upon the assumptions listed elsewhere in this report, statistical analysis was performed using *Total Access Statistics* software.

After initial analysis, data points at both ends of the bell curve were identified and the questionnaires reviewed for appropriateness or typographical errors.

Definitions

Statistical Terms

Medians and Percentiles

The median is the rate at which half the centers charge more and half charge less; the median of \$70, \$80, \$90, \$100, and \$110 is \$90. The median is also known as the 50th percentile; the xth percentile is the level at which x percent of the population are at or below.

Even if one of the rates in this example had been extremely high or low, the median and the percentile rates would have been unchanged, while an average, or mean, rate would have been skewed. This is the advantage of using medians and percentiles as opposed to averages when analyzing data.

Mean

The mathematical average. The mean of \$70, \$80, \$90, and \$100 is \$85.

Variance	A measure of the distribution of the data from its mean; the average squared difference between a data point and the mean.
Standard Deviation	The square root of the variance.
Coefficient of Variance (COV)	The ratio of the standard deviation divided by its mean times 100. COV is used to adjust increasing variance due to increasing mean.
Standard Error	Standard error of the mean is the standard deviation divided by the sample size.

Categories of Child Care Providers

Child Care Center	Less than 24 hour care for 19 or more children in a specialized facility. Child care centers are licensed by the state.
Group Child Care Home	Less than 24 hour care for between seven and eighteen children not related to the provider. Group child care homes are licensed by the state.
Family Child Care	Less than 24 hour care for between three and six children not related to the provider in a private residence. Providers must register with the state.
Informal/Unregulated Care	Less than 24 hour care of one or more children in the child's own home or in the home of a friend, neighbor, or relative, limited to two children unrelated or six children related to the caregiver.

Types of Child Care

Full Day Care	Care and supervision of children during weekdays for a period of six or more hours daily, primarily between the hours of 6:00 am and 6:00 pm.
Night Care	Care and supervision of children during the evening or night for a period of six to 12 hours between 6:00 pm and 6:00 am.
Weekend Care	Care and supervision of children during the weekend, i.e. from 6:00 pm Friday to 6:00 am Monday.

Part Time Care	Care for less than six hours per day or less than three days per week.
Before-School Care	Care for school-aged children for up to several hours before school.
After-School Care	Care for school-aged children for up to several hours after school.
Summer/Holiday Care	Care for school-aged children during the summer and on days when school is not in session.

Normalization Assumptions & Data Cleansing

Providers reported rates on a variety of bases. For example, the questionnaire provided for child care rates per day, week or month depending on the category. To ensure consistency, we normalized rates before performing calculations. Normalization assumptions were as follows:

- One week of child care included 5 days. One month of care was considered to include 4.3 weeks.
- One week of night care was considered to include five nights.
- One week of weekend care was considered to include two days of nine hours each.
- Drop-in care was reported on an hourly or daily basis; in practice, many providers impose half- or full-day minimums. Child care reported on an hourly basis was considered drop-in care.
- Before-school care was considered to be one hour per day, five days per week; after-school care was assumed to be three hours per day, five days per week.
- If a range of costs was cited for an age group or other category, the higher of the rates was used.
- If an income-based sliding scale was cited, the highest rate was used.
- If prices were set to increase during 2001, and the increased prices were indicated, the new prices were used.

Response Verification

A question that often arises when discussing a survey of this nature can best be stated as "How do we know the respondents are telling the truth?" There are two basic sources of comfort for these numbers.

First, the high response percentages allay some fears; even if some respondents adjusted their figures, the sheer volume of responses would minimize any effect on 75th percentile rates.

Second, while the statistical *mean* can be skewed by individual responses, *medians and percentiles* are much less affected by individual rates. For example, if five providers quote rates of \$50, \$60, \$70, \$80 & \$90, the mean and median are \$70. If the highest provider accidentally quoted his rate as \$180, the mean would jump to \$88, but the median (or middle rate) would remain \$70.

In addition, to test the veracity of the questionnaire responses, we employed a technique known as *Mystery Shopper*. A random sampling of respondents currently providing childcare, reflective of the geographical areas and settings was selected to test the veracity of the questionnaire. A CSI staff person contacted these providers to find out how much they would charge for child care.

The mystery shopper was given 450 providers to contact. Forty-seven (47) of the 450 providers could not be reached at all. The mystery shopper was instructed to try up to five times (on different days/times) to contact each provider. The rates of the remaining 403 providers reported to the mystery shopper were compared with the rates the providers had written on their original questionnaire. Overwhelming providers were honest in their reporting. Of the center-based child care providers contacted, only one reported rates significantly lower than their survey.

Among family child care providers a five percent (5%) discrepancy between the reported rate and the quoted rate was found. However, the mystery shopper, in her conversations with the providers, felt that the reported rate on their original survey was actually the cost of care and that the quoted rate was often lower when a vacancy was available or if the provider thought the mystery shopper's child(ren) would be a *good fit* for her home.

Our conclusion, then, is that for the vast majority of the questionnaires, respondents answered accurately, and that the data included in this report is accurate.

Creation of Zones

Setting and administering a separate local market rate for each of Georgia's 159 counties would be cumbersome and unnecessary, as many counties share similar market rate profiles and demographics. By aggregating counties into zones the potential for small numbers of responses to skew the rates is minimized.

The cost of child care varies substantially throughout the state. While there is a correlation between median incomes and cost of child care, they are by no means directly linked. Low-income counties located near wealthier urban areas exhibited significantly higher child care costs than would have otherwise been predicted. This spillover effect places additional financial pressure on low-income parents in those areas.

For rate-setting purposes, counties were aggregated into three zones. **Zone 1** includes 11 Metropolitan Atlanta Counties. **Zone 2** includes 41 predominantly urban counties in other parts of the state. **Zone 3** includes 107 rural counties. A profile of these zones follows.

Counties by Zone

Zone 1

Cherokee	Clayton	Cobb	DeKalb	Douglas	Fayette	Forsyth
Fulton	Gwinnett	Paulding	Rockdale			

Zone 2

Baldwin	Barrow	Bartow	Bibb	Bryan	Bulloch	Butts
Camden	Catoosa	Chatham	Clarke	Columbia	Coweta	Dougherty
Effingham	Floyd	Glynn	Hall	Harris	Hart	Henry
Houston	Jackson	Jones	Lamar	Lee	Liberty	Madison
McDuffie	Morgan	Muscogee	Newton	Oconee	Peach	Pike
Richmond	Spalding	Troup	Walker	Walton	Whitfield	

Zone 3

Appling	Atkinson	Bacon	Baker	Banks	Ben Hill	Berrien
Bleckley	Brantley	Brooks	Burke	Calhoun	Candler	Carroll
Charlton	Chattahoochee	Chattooga	Clay	Clinch	Coffee	Colquitt
Cook	Crawford	Crisp	Dade	Dawson	Decatur	Dodge
Dooly	Early	Echols	Elbert	Emanuel	Evans	Fannin
Franklin	Gilmer	Glascok	Gordon	Grady	Greene	Habersham
Hancock	Haralson	Heard	Irwin	Jasper	Jeff Davis	Jefferson
Jenkins	Johnson	Lanier	Laurens	Lincoln	Long	Lowndes
Lumpkin	Macon	Marion	McIntosh	Meriwether	Miller	Mitchell
Monroe	Montgomery	Murray	Oglethorpe	Pickens	Pierce	Polk
Pulaski	Putnam	Quitman	Rabun	Randolph	Schley	Screven
Seminole	Stephens	Stewart	Sumter	Talbot	Taliaferro	Tattnall
Taylor	Telfair	Terrell	Thomas	Tift	Toombs	Towns
Treutlen	Turner	Twiggs	Union	Upton	Ware	Warren
Washington	Wayne	Webster	Wheeler	White	Wilcox	Wilkes
Wilkinson	Worth					

4. Market Rate Data

Response Rate and Usability

The survey protocol produced an extremely gratifying response rate. Sixty-three (63%) of providers surveyed responded. The highest response rate was child care centers, at 71%; the response rate for family child care providers was lowest, at 62%. The percentage of useable responses in each category was lower (50% and 42% respectively) primarily because of respondents who were no longer providing child care.

The excellent response rate was largely predicated on the following factors and techniques:

- | | |
|-----------------------------|---|
| 1. Advance Postcard | An advance postcard alerts providers and emphasizes the importance of the survey. |
| 2. Two follow-up mailings | People misplace, ignore, or do not receive individual mailings with surprising frequency. |
| 3. Postpaid return envelope | This makes it psychologically and practically easier to return the questionnaire. |
| 4. Toll-free number | The ability of respondents to call for information is vital to minimizing misunderstandings. |
| 5. Brevity | The more time required to complete a survey, the less likely the task will be attempted or completed. In addition, the potential for confusion on the part of the respondent or resentment over intrusion grows with each question. |
| 6. Format | While the survey was not mandatory, the format served to underscore the importance of the information. |

Not all responses were usable, primarily because some respondents indicated they were no longer providing child care. (In addition, questionnaires had been sent to all elementary and middle school systems to minimize the possibility of missing exempt programs). A response and usability matrix follows.

Survey Response Summary

Provider Type	Surveys Mailed	Surveys Received		Currently Provide Child Care
		#	%	
Child Care and Group Child Care Centers – ORS	1,591	1,133	71.1%	905
Child Care and Group Child Care Centers – OSR	1,607	974	60.5%	688
Family Child Care Providers	6,105	3,846	62.8%	2,600
School/Exempt Providers	2,291	1,420	61.9%	327
Totals	11,594	7,373	63.5%	4,520

Local Market Rate Data

The following tables display child care market rate data on a statewide basis and for each of three zones. Market rates are calculated for each **type** of care, i.e. child care or overnight care, for each **age group**, i.e. infants or toddlers, and for each **provider status**, i.e. child care center or family child care provider. In each category, the count (number of useable responses), and quartiles are included. 25% of respondents charge at or below the 25th percentile. Half of the respondents charge less than or equal to the 50th percentile, also known as the median. 75% of the respondents charge less than or equal to the 75th percentile.

Several measures of data dispersion are included. The *standard deviation (SD)* reflects the average difference between a data point and the mean; technically the square root of the *variance*, the average squared difference between data points and the mean.

Coefficient of Variance (COV) is the standard deviation restated as a percent of the median; i.e. a \$10 standard deviation is more meaningful when the median is \$50 than when the median is \$100. Standard error of the mean (SE) is the

the smaller the standard deviation, the more confidence you can have that the means and medians reflect the population as a whole.

Rates vary substantially between zones, with Zone 1 (Metro Atlanta) being the most expensive. In addition, the number of respondents offering a type of care varies with the type of care and the age group served. While large numbers of providers offer child care, before- and after-school care and summer care, relatively few offer overnight or weekend care. More providers offer care for toddlers and three-year-olds than they do for infants.

Market Rate: Zone 1 Data Profile

Type of Child Care		Percentiles								
Age of Children	Provider Type	Count	Mean	COV	SD	SE	10th	25th	50th	75th
Daycare										
Infants	Child Care Center	457	125	0.25	31	1	\$90	\$100	\$118	\$145
	Family Child Care Provider	980	99	0.24	23	1	\$75	\$85	\$95	\$110
Toddlers	Child Care Center	512	115	0.25	29	1	\$85	\$95	\$110	\$135
	Family Child Care Provider	1,051	94	0.25	23	1	\$70	\$80	\$90	\$100
Three's	Child Care Center	539	105	0.26	28	1	\$75	\$85	\$100	\$123
	Family Child Care Provider	914	90	0.25	22	1	\$65	\$75	\$85	\$100
Four's	Child Care Center	411	100	0.30	30	1	\$70	\$80	\$95	\$116
	Family Child Care Provider	676	88	0.25	22	1	\$65	\$75	\$85	\$100
Five's	Child Care Center	315	91	0.37	34	2	\$55	\$68	\$85	\$109
	Family Child Care Provider	478	84	0.30	25	1	\$55	\$70	\$80	\$95
Before and After School										
All	Child Care Center	402	60	0.32	19	1	\$45	\$50	\$58	\$65
	Family Child Care Provider	425	51	0.38	19	1	\$30	\$35	\$50	\$60
	School/Exempt/Other	13	45	0.40	18	5	\$25	\$25	\$50	\$60
Before-School Only										
All	Child Care Center	250	37	0.52	19	1	\$15	\$25	\$35	\$46
	Family Child Care Provider	220	36	0.52	19	1	\$20	\$25	\$33	\$45
	School/Exempt/Other	16	20	0.78	16	4	\$10	\$12	\$17	\$21
After-School Only										
All	Child Care Center	381	51	0.36	18	1	\$30	\$41	\$50	\$60
	Family Child Care Provider	474	42	0.47	20	1	\$25	\$30	\$40	\$50
	School/Exempt/Other	102	32	0.29	10	1	\$25	\$25	\$30	\$40
Summer Care										
All	Child Care Center	413	102	0.34	34	2	\$70	\$75	\$100	\$120
	Family Child Care Provider	338	80	0.33	26	1	\$50	\$65	\$75	\$90
	School/Exempt/Other	29	86	0.35	30	6	\$50	\$70	\$85	\$100
Drop In										
All	Child Care Center	338	4	0.38	2	0	\$3	\$4	\$4	\$5
	Family Child Care Provider	760	4	0.50	2	0	\$3	\$3	\$4	\$4
	School/Exempt/Other	23	2	0.77	2	0	\$1	\$1	\$1	\$3

Market Rate: Zone 1 Data Profile

Type of Child Care		Percentiles								
Age of Children	Provider Type	Count	Mean	COV	SD	SE	10th	25th	50th	75th
Overnite										
Infants	Child Care Center	11	164	0.58	95	29	\$110	\$115	\$130	\$179
	Family Child Care Provider	140	125	0.50	62	5	\$80	\$90	\$100	\$143
Toddlers	Child Care Center	13	152	0.61	93	26	\$56	\$105	\$120	\$200
	Family Child Care Provider	150	118	0.51	60	5	\$75	\$85	\$100	\$125
Three's	Child Care Center	16	134	0.65	88	22	\$43	\$84	\$108	\$176
	Family Child Care Provider	146	114	0.56	64	5	\$65	\$80	\$100	\$125
Four's	Child Care Center	16	131	0.69	90	23	\$38	\$78	\$98	\$176
	Family Child Care Provider	135	110	0.57	63	5	\$65	\$78	\$95	\$125
Five's	Child Care Center	15	127	0.76	96	25	\$37	\$57	\$80	\$184
	Family Child Care Provider	124	110	0.60	66	6	\$57	\$75	\$95	\$125
Teens	Child Care Center	14	128	0.76	97	26	\$38	\$70	\$78	\$188
	Family Child Care Provider	117	104	0.61	63	6	\$50	\$65	\$85	\$125
Weekend										
Infants	Child Care Center	5	213	0.21	45	20	\$175	\$200	\$200	\$225
	Family Child Care Provider	127	156	0.52	81	7	\$73	\$108	\$125	\$200
Toddlers	Child Care Center	7	180	0.43	78	30	\$94	\$156	\$200	\$236
	Family Child Care Provider	129	146	0.50	73	6	\$68	\$100	\$125	\$175
Three's	Child Care Center	7	174	0.44	77	29	\$83	\$148	\$200	\$224
	Family Child Care Provider	125	139	0.51	71	6	\$72	\$100	\$125	\$175
Four's	Child Care Center	6	174	0.48	84	34	\$74	\$140	\$211	\$224
	Family Child Care Provider	122	132	0.48	63	6	\$70	\$100	\$125	\$150
Five's	Child Care Center	7	164	0.50	82	31	\$71	\$110	\$200	\$224
	Family Child Care Provider	115	133	0.49	64	6	\$70	\$100	\$125	\$150
Teens	Child Care Center	5	194	0.36	70	31	\$124	\$200	\$223	\$225
	Family Child Care Provider	106	131	0.51	67	6	\$65	\$100	\$125	\$150

Market Rate: Zone 2 Data Profile

Type of Child Care		Percentiles								
Age of Children	Provider Type	Count	Mean	COV	SD	SE	10th	25th	50th	75th
Daycare										
Infants	Child Care Center	458	84	0.18	15	1	\$70	\$75	\$84	\$90
	Family Child Care Provider	648	72	0.20	15	1	\$59	\$65	\$70	\$75
Toddlers	Child Care Center	514	81	0.18	15	1	\$65	\$70	\$80	\$87
	Family Child Care Provider	722	68	0.20	14	1	\$55	\$60	\$65	\$75
Three's	Child Care Center	539	76	0.17	13	1	\$60	\$70	\$75	\$85
	Family Child Care Provider	666	67	0.21	14	1	\$50	\$60	\$65	\$75
Four's	Child Care Center	465	75	0.19	14	1	\$60	\$65	\$75	\$84
	Family Child Care Provider	526	66	0.21	14	1	\$50	\$55	\$65	\$75
Five's	Child Care Center	332	70	0.22	16	1	\$50	\$60	\$70	\$80
	Family Child Care Provider	376	64	0.21	14	1	\$50	\$55	\$65	\$70
Before and After School										
All	Child Care Center	382	45	0.32	14	1	\$30	\$40	\$45	\$51
	Family Child Care Provider	322	41	0.46	19	1	\$25	\$30	\$40	\$45
	School/Exempt/Other	17	43	0.44	19	5	\$28	\$28	\$40	\$50
Before-School Only										
All	Child Care Center	236	30	0.60	18	1	\$15	\$20	\$27	\$40
	Family Child Care Provider	171	30	0.55	17	1	\$15	\$20	\$25	\$35
	School/Exempt/Other	16	20	0.54	10	3	\$11	\$11	\$15	\$28
After-School Only										
All	Child Care Center	407	38	0.39	15	1	\$25	\$30	\$40	\$45
	Family Child Care Provider	353	34	0.54	18	1	\$20	\$25	\$30	\$40
	School/Exempt/Other	127	29	0.30	9	1	\$20	\$25	\$27	\$30
Summer Care										
All	Child Care Center	421	75	0.30	23	1	\$60	\$65	\$75	\$82
	Family Child Care Provider	311	63	0.24	15	1	\$50	\$55	\$60	\$70
	School/Exempt/Other	35	64	0.32	20	3	\$35	\$46	\$65	\$80
Drop In										
All	Child Care Center	401	4	0.42	1	0	\$2	\$3	\$3	\$4
	Family Child Care Provider	512	3	0.51	2	0	\$2	\$2	\$3	\$3
	School/Exempt/Other	39	2	0.64	1	0	\$1	\$1	\$2	\$3

Market Rate: Zone 2 Data Profile

Type of Child Care									Percentiles			
Age of Children	Provider Type	Count	Mean	COV	SD	SE			10th	25th	50th	75th
Overnite												
Infants	Child Care Center	27	82	0.48	39	8			\$65	\$70	\$75	\$79
	Family Child Care Provider	115	87	0.58	50	5			\$60	\$65	\$75	\$95
Toddlers	Child Care Center	30	77	0.44	34	6			\$65	\$65	\$70	\$75
	Family Child Care Provider	121	81	0.59	47	4			\$50	\$60	\$65	\$80
Three's	Child Care Center	30	73	0.43	32	6			\$60	\$65	\$65	\$70
	Family Child Care Provider	120	77	0.57	44	4			\$50	\$60	\$65	\$76
Four's	Child Care Center	29	72	0.45	32	6			\$54	\$65	\$65	\$70
	Family Child Care Provider	114	75	0.56	42	4			\$50	\$55	\$65	\$75
Five's	Child Care Center	29	70	0.48	34	6			\$50	\$55	\$65	\$70
	Family Child Care Provider	101	71	0.49	34	3			\$45	\$55	\$65	\$75
Teens	Child Care Center	27	72	0.50	36	7			\$50	\$58	\$65	\$70
	Family Child Care Provider	100	65	0.34	22	2			\$45	\$50	\$60	\$75
Weekend												
Infants	Child Care Center	5	203	0.63	127	57			\$119	\$125	\$175	\$175
	Family Child Care Provider	86	103	0.44	45	5			\$50	\$71	\$100	\$125
Toddlers	Child Care Center	6	197	0.59	116	47			\$115	\$138	\$175	\$175
	Family Child Care Provider	94	98	0.43	42	4			\$50	\$75	\$100	\$125
Three's	Child Care Center	5	200	0.65	130	58			\$110	\$125	\$175	\$175
	Family Child Care Provider	88	94	0.41	39	4			\$49	\$70	\$100	\$125
Four's	Child Care Center	5	200	0.65	130	58			\$110	\$125	\$175	\$175
	Family Child Care Provider	86	93	0.40	38	4			\$50	\$70	\$100	\$125
Five's	Child Care Center	4	200	0.77	154	77			\$100	\$100	\$138	\$238
	Family Child Care Provider	83	91	0.40	36	4			\$50	\$68	\$100	\$125
Teens	Child Care Center	4	200	0.77	154	77			\$100	\$100	\$138	\$238
	Family Child Care Provider	81	91	0.37	34	4			\$50	\$65	\$100	\$125

Market Rate: Zone 3 Data Profile

Type of Child Care		Percentiles								
Age of Children	Provider Type	Count	Mean	COV	SD	SE	10th	25th	50th	75th
Daycare										
Infants	Child Care Center	259	68	0.16	11	1	\$60	\$60	\$65	\$75
	Family Child Care Provider	540	61	0.17	10	0	\$50	\$55	\$60	\$65
Toddlers	Child Care Center	295	66	0.16	10	1	\$55	\$60	\$65	\$70
	Family Child Care Provider	604	58	0.16	9	0	\$50	\$50	\$60	\$65
Three's	Child Care Center	304	63	0.16	10	1	\$55	\$60	\$60	\$70
	Family Child Care Provider	549	57	0.17	10	0	\$50	\$50	\$55	\$65
Four's	Child Care Center	261	63	0.14	9	1	\$55	\$60	\$60	\$70
	Family Child Care Provider	420	57	0.16	9	0	\$45	\$50	\$55	\$65
Five's	Child Care Center	195	62	0.18	11	1	\$50	\$56	\$60	\$65
	Family Child Care Provider	304	56	0.17	10	1	\$45	\$50	\$55	\$60
Before and After School										
All	Child Care Center	198	37	0.24	9	1	\$30	\$34	\$35	\$40
	Family Child Care Provider	257	36	0.54	19	1	\$25	\$25	\$34	\$40
	School/Exempt/Other	7	29	0.41	12	5	\$19	\$30	\$31	\$37
Before-School Only										
All	Child Care Center	95	25	0.48	12	1	\$10	\$15	\$25	\$35
	Family Child Care Provider	130	30	0.69	21	2	\$13	\$20	\$25	\$35
	School/Exempt/Other	4	8	0.29	2	1	\$6	\$7	\$9	\$10
After-School Only										
All	Child Care Center	214	31	0.31	10	1	\$20	\$25	\$30	\$35
	Family Child Care Provider	365	30	0.58	17	1	\$15	\$25	\$25	\$34
	School/Exempt/Other	45	25	0.45	11	2	\$15	\$20	\$25	\$28
Summer Care										
All	Child Care Center	202	64	0.28	18	1	\$55	\$60	\$60	\$70
	Family Child Care Provider	270	56	0.23	13	1	\$45	\$50	\$55	\$60
	School/Exempt/Other	24	52	0.34	18	4	\$27	\$45	\$55	\$65
Drop In										
All	Child Care Center	219	3	0.62	2	0	\$1	\$2	\$2	\$3
	Family Child Care Provider	420	2	0.73	2	0	\$1	\$2	\$2	\$3
	School/Exempt/Other	16	2	0.53	1	0	\$1	\$1	\$2	\$2

Market Rate: Zone 3 Data Profile

Type of Child Care									Percentiles			
Age of Children	Provider Type	Count	Mean	COV	SD	SE			10th	25th	50th	75th
Overnite												
Infants	Child Care Center	22	85	0.80	68	14			\$55	\$59	\$65	\$75
	Family Child Care Provider	110	79	0.63	50	5			\$50	\$55	\$65	\$75
Toddlers	Child Care Center	26	77	0.76	59	12			\$54	\$56	\$64	\$75
	Family Child Care Provider	128	73	0.67	49	4			\$48	\$50	\$60	\$75
Three's	Child Care Center	22	79	0.81	64	14			\$52	\$55	\$63	\$74
	Family Child Care Provider	118	68	0.61	41	4			\$45	\$50	\$55	\$70
Four's	Child Care Center	22	77	0.83	65	14			\$48	\$53	\$60	\$74
	Family Child Care Provider	106	67	0.62	42	4			\$45	\$50	\$55	\$70
Five's	Child Care Center	24	76	0.82	62	13			\$49	\$54	\$60	\$70
	Family Child Care Provider	103	69	0.71	49	5			\$45	\$48	\$55	\$70
Teens	Child Care Center	22	74	0.88	66	14			\$48	\$50	\$60	\$65
	Family Child Care Provider	118	66	0.65	42	4			\$40	\$45	\$50	\$67
Weekend												
Infants	Child Care Center	12	95	0.39	37	11			\$66	\$70	\$83	\$106
	Family Child Care Provider	69	93	0.57	53	6			\$50	\$60	\$75	\$100
Toddlers	Child Care Center	11	96	0.36	35	10			\$60	\$68	\$100	\$113
	Family Child Care Provider	77	87	0.61	53	6			\$50	\$55	\$75	\$100
Three's	Child Care Center	11	95	0.37	35	11			\$55	\$68	\$90	\$113
	Family Child Care Provider	70	85	0.60	51	6			\$50	\$55	\$75	\$100
Four's	Child Care Center	10	96	0.32	31	10			\$59	\$78	\$95	\$119
	Family Child Care Provider	69	83	0.62	52	6			\$44	\$50	\$75	\$100
Five's	Child Care Center	10	96	0.32	31	10			\$59	\$78	\$95	\$119
	Family Child Care Provider	63	85	0.63	54	7			\$41	\$50	\$75	\$100
Teens	Child Care Center	10	96	0.33	31	10			\$59	\$76	\$95	\$119
	Family Child Care Provider	73	81	0.67	55	6			\$36	\$50	\$70	\$100

Note: Drop-in Programs are expressed as hourly rates, all other programs are expressed as weekly rates.

Market Rate: Statewide Data Profile

Type of Child Care									Percentiles			
Age of Children	Provider Type	Count	Mean	COV	SD	SE			10th	25th	50th	75th
Daycare												
Infants	Child Care Center	1,174	96	0.33	32	1			\$65	\$75	\$90	\$110
	Family Child Care Provider	2,168	81	0.30	25	1			\$55	\$65	\$75	\$95
Toddlers	Child Care Center	1,321	91	0.32	29	1			\$60	\$70	\$85	\$103
	Family Child Care Provider	2,377	77	0.31	24	0			\$50	\$60	\$70	\$90
Three's	Child Care Center	1,382	85	0.31	26	1			\$60	\$66	\$80	\$95
	Family Child Care Provider	2,129	74	0.30	22	0			\$50	\$60	\$70	\$85
Four's	Child Care Center	1,137	81	0.31	26	1			\$60	\$65	\$75	\$90
	Family Child Care Provider	1,622	73	0.30	22	1			\$50	\$60	\$65	\$85
Five's	Child Care Center	842	76	0.35	26	1			\$52	\$60	\$70	\$85
	Family Child Care Provider	1,158	70	0.32	22	1			\$50	\$55	\$65	\$80
Before and After School												
All	Child Care Center	982	50	0.37	18	1			\$31	\$40	\$50	\$60
	Family Child Care Provider	1,004	44	0.46	20	1			\$25	\$32	\$40	\$50
	School/Exempt/Other	37	41	0.44	18	3			\$25	\$28	\$40	\$50
Before-School Only												
All	Child Care Center	581	32	0.57	18	1			\$15	\$20	\$30	\$42
	Family Child Care Provider	521	33	0.58	19	1			\$15	\$20	\$30	\$40
	School/Exempt/Other	36	18	0.70	13	2			\$10	\$11	\$15	\$21
After-School Only												
All	Child Care Center	1,002	42	0.42	17	1			\$25	\$30	\$40	\$50
	Family Child Care Provider	1,192	36	0.54	19	1			\$20	\$25	\$30	\$45
	School/Exempt/Other	274	30	0.33	10	1			\$20	\$25	\$27	\$30
Summer Care												
All	Child Care Center	1,036	83	0.37	31	1			\$60	\$65	\$75	\$95
	Family Child Care Provider	919	67	0.33	22	1			\$50	\$55	\$65	\$75
	School/Exempt/Other	88	68	0.39	27	3			\$35	\$50	\$66	\$80
Drop In												
All	Child Care Center	958	4	0.47	2	0			\$2	\$3	\$4	\$5
	Family Child Care Provider	1,692	3	0.58	2	0			\$2	\$2	\$3	\$4
	School/Exempt/Other	78	2	0.67	1	0			\$1	\$1	\$1	\$3

Market Rate: Statewide Data Profile

Type of Child Care		Percentiles								
Age of Children	Provider Type	Count	Mean	COV	SD	SE	10th	25th	50th	75th
Overnite										
Infants	Child Care Center	60	98	0.71	70	9	\$58	\$65	\$75	\$90
	Family Child Care Provider	365	99	0.59	59	3	\$55	\$65	\$80	\$100
Toddlers	Child Care Center	69	91	0.71	65	8	\$55	\$62	\$70	\$80
	Family Child Care Provider	399	92	0.61	57	3	\$50	\$60	\$75	\$100
Three's	Child Care Center	68	89	0.72	64	8	\$52	\$60	\$67	\$80
	Family Child Care Provider	384	88	0.63	55	3	\$50	\$55	\$75	\$100
Four's	Child Care Center	67	88	0.74	65	8	\$49	\$57	\$65	\$80
	Family Child Care Provider	355	86	0.63	54	3	\$48	\$55	\$70	\$100
Five's	Child Care Center	68	84	0.77	65	8	\$47	\$55	\$65	\$75
	Family Child Care Provider	328	85	0.66	56	3	\$45	\$55	\$70	\$100
Teens	Child Care Center	63	85	0.79	67	8	\$48	\$51	\$65	\$75
	Family Child Care Provider	335	79	0.63	50	3	\$45	\$50	\$65	\$85
Weekend										
Infants	Child Care Center	22	147	0.59	87	18	\$70	\$79	\$125	\$175
	Family Child Care Provider	282	124	0.57	71	4	\$55	\$75	\$100	\$150
Toddlers	Child Care Center	24	146	0.58	85	17	\$60	\$98	\$131	\$175
	Family Child Care Provider	300	116	0.56	65	4	\$50	\$75	\$100	\$150
Three's	Child Care Center	23	142	0.61	86	18	\$56	\$88	\$125	\$175
	Family Child Care Provider	283	111	0.56	63	4	\$50	\$75	\$100	\$125
Four's	Child Care Center	21	143	0.62	88	19	\$60	\$90	\$125	\$175
	Family Child Care Provider	277	108	0.53	58	3	\$50	\$75	\$100	\$125
Five's	Child Care Center	21	138	0.64	89	19	\$60	\$90	\$100	\$175
	Family Child Care Provider	261	108	0.54	58	4	\$50	\$75	\$100	\$125
Teens	Child Care Center	19	143	0.63	91	21	\$70	\$85	\$100	\$188
	Family Child Care Provider	260	104	0.56	59	4	\$50	\$65	\$100	\$125

Note: Drop-in Programs are expressed as hourly rates, all other programs are expressed as weekly rates.

5. Provider Profile Data

In addition to rate data, providers were also queried about a series of other aspects of their program. Topic areas included:

- Special Services Offered and Fees Charged
- Populations Served
- Organizational Type
- Accreditation
- Teacher Experience and Training
- Credentials and Educational Attainment of Directors and Staff

Responses are aggregated by zone and by license type at the end of this section. Respondents were asked to identify their organization type as either:

For-Profit: Family Day Care, Group Day Care, Independent Center, Local Chain Center, National Chain Center, Corporate/Hospital Sponsored, Other

Non-Profit: Head Start, Independent, Parent Cooperative, Local Government Sponsored, Church/Religious Organization Sponsored, or Community Organization Sponsored

Responses to questions about accreditation, staff educational attainment, and special services were tabulated and analyzed across organization type and are presented subsequent to provider data by zone.

It is important to note that organization type is based upon questionnaire responses and does not directly translate to license or registration type. For example, while nearly all registered family child care providers identified themselves as for-profit family day care providers, some claimed that they were non-profit entities, parent cooperatives or other organization types.

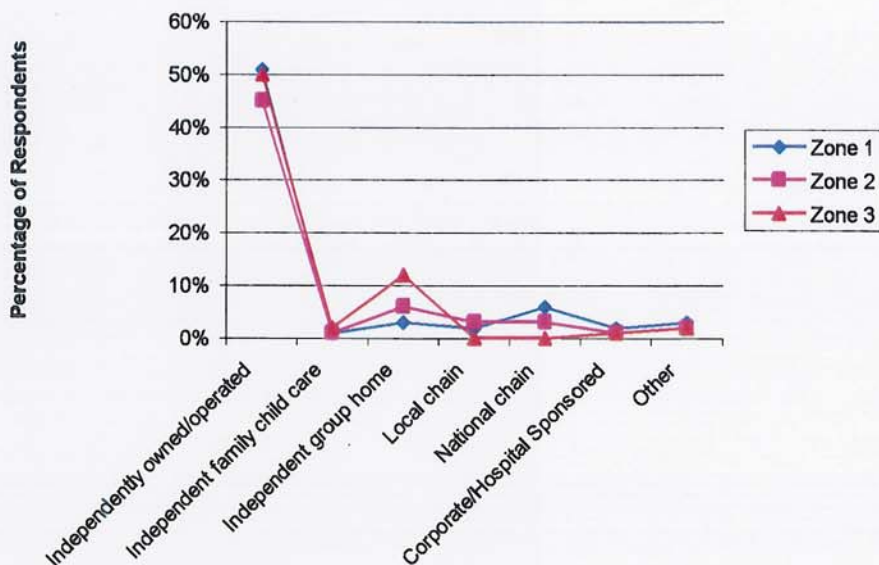
As such, data in the Provider Data by Zone tables, which are based on registration type, may not be easily comparable to data in the Provider Data by Organization Tables, which are detailed by organization type response. Validation of provider responses on issues such as non-profit status is outside the scope of this study.

Analysis and Discussion

Of the 1,590 responses from licensed centers, approximately 27% (n=434) reported their organizational status as non-profit, 63% (n=1,004) reported their status as for-profit and 10% did not indicate an organizational status. Approximately 5% (n=84) were local or national chain centers.

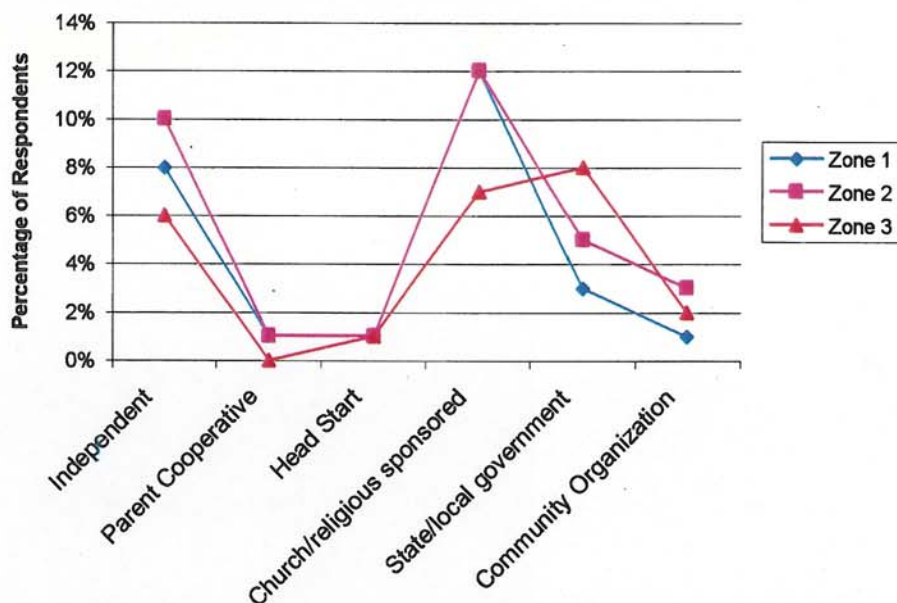
There were no substantial differences in the types of for-profit respondents across the three zones. The more rural Zone 3 had a somewhat larger representation of group child care homes (11%, n=39) than Zone 1 (3%, n=16) or Zone 2 (6%, n=35).

For-Profit Centers: Organization Type across Zones



The distribution of the types of non-profit licensed centers was similar across zones, with one exception. Zone 3 tended to have fewer participating church/religious sponsored centers (7%, n=25) than did Zone 1 (12%, n=72) or Zone 2 (12%, n=74). Given the overall sample size, this difference is relatively small.

Non-Profit Centers: Organization Type across Zones



Accreditation

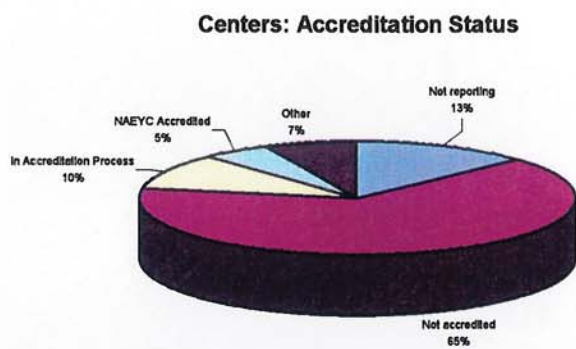
There are currently two national accreditation systems for child care centers administered by the National Association for the Education of Young Children (NAEYC) and the National Early Childhood Program Accreditation (NECPA). Family child care homes are accredited by the National Association for Family Child Care (NAFCC).

The national accrediting organizations provided information on the status of accreditation for centers and family child care homes in Georgia. As of the reporting period, there were 179 NAEYC accredited centers in Georgia and 186 in the process of preparing for accreditation. There were 7 NECPA accredited centers and 37 in process. There are a total of 8 NAFCC accredited family child care homes; the number in process was not available. *Seven of these family child care providers responded to the market rate survey.*

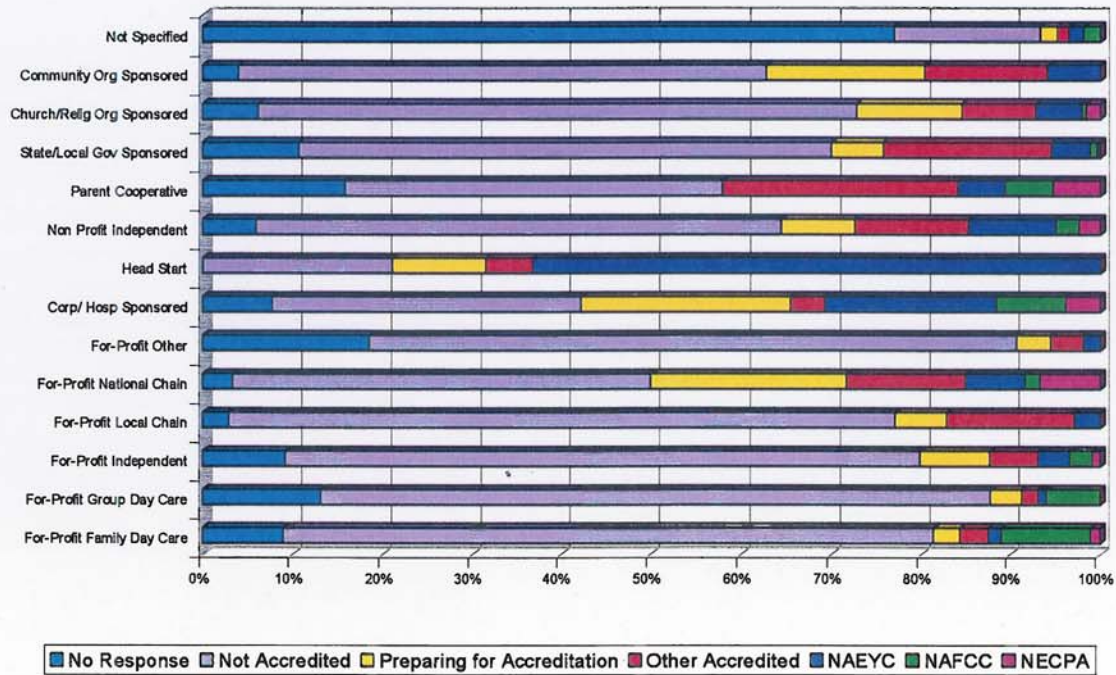
Among the 1,590 responding licensed Child Care Centers, approximately 78% (n=1,241) either reported that they were not accredited or did not respond to the question. Approximately 10% of survey respondents (n=156) from licensed centers reported that they were in the process of seeking accreditation.

Survey respondents were asked to indicate what type of accreditation they were seeking. Responses revealed considerable confusion among respondents. While responses referenced legitimate accreditation systems such as Georgia Accrediting Commission, School-Age Care Association, and Southern Association of Colleges & Schools, others referenced state, church, and private entities that do not offer accreditation such as the Board of Education, HOPE, CDA, DHR, private business, etc.

Survey respondents also reported a higher frequency of accreditation than that reported by accrediting organizations. Where actual accreditation data was available, it was substituted for the somewhat "optimistic" data claimed by respondents.



Accreditation Status by Organization Type

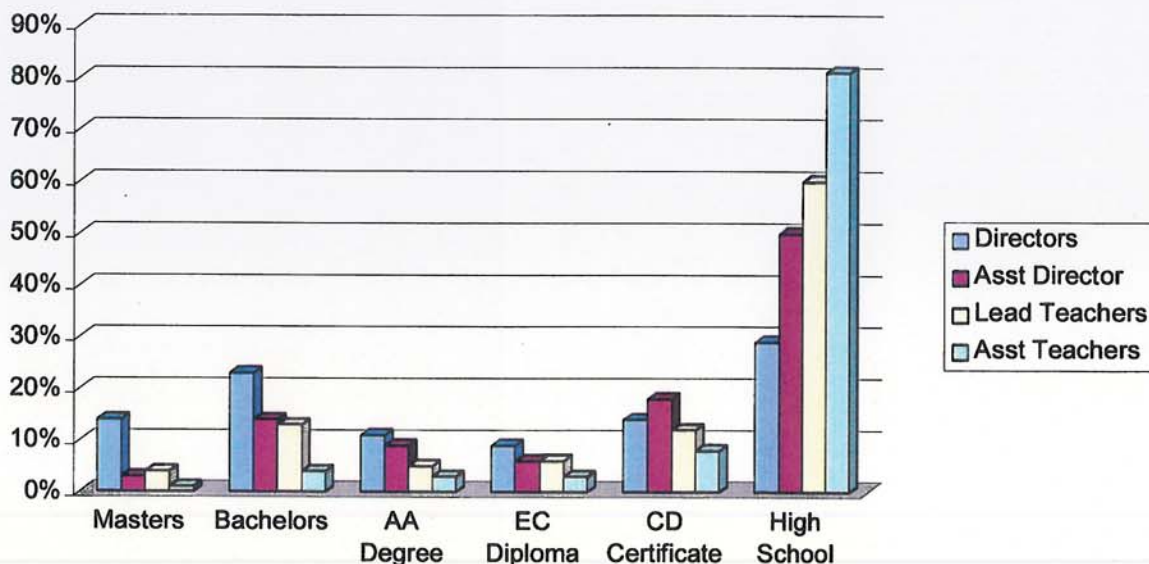


Irrespective of organization type, most entities were not accredited. The exception was Head Start, which had a high level of NAEYC accreditation. Corporate/Hospital Sponsored centers and national chain centers showed a high level of accreditation preparation.

Educational Attainment and Training

The following chart illustrates the variation in credentials based on position and graphically reveals the relatively low educational level of the child care workforce in Georgia. Across all job categories, less than 50% of the individuals have completed a formal degree.

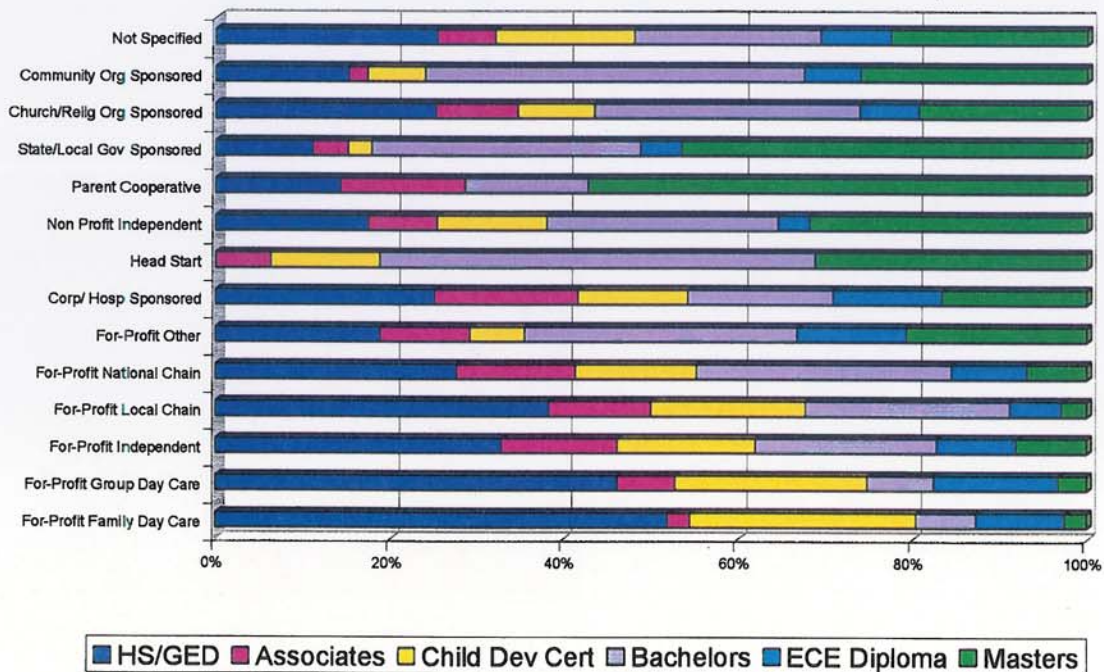
Percentage of Credentials by Position



Educational level was reported for 1,432 directors. A high school diploma or GED was the highest level of education completed by 29% of the responding directors. Approximately 23% completed either a technical college certificate or diploma, 11% have an associates degree and 36% of directors have completed a bachelors degree or higher in a related field.

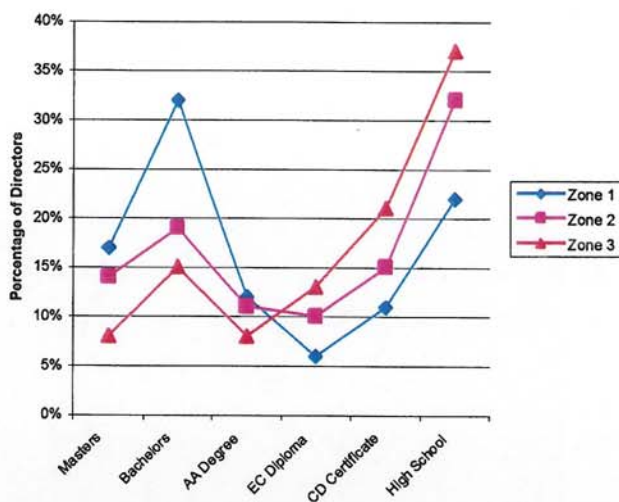
Educational Attainment levels for center directors varied widely, directors of non-profit centers generally reported higher levels of educational attainment.

Educational Attainment - Director



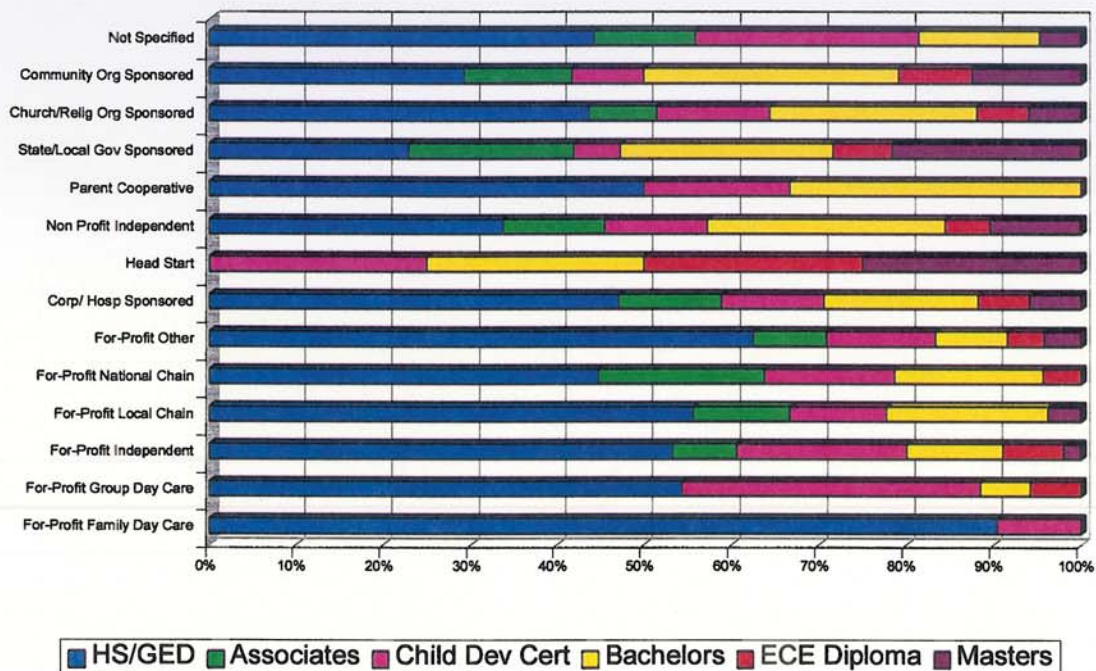
A review of center director credentials by zones reveals variations between Zone 1 and Zones 2 and 3. The percentage of directors with formal degrees declines in Zones 2 and 3 and percentage with technical college diplomas, certificates, and high school diplomas increases.

Percentage of Directors by Credentials and Zones



The level of education was reported for 864 assistant directors. Of these assistant directors, 50% (n=433) had only a high school diploma or GED. Only 18% (n=152) had earned a child development certificate and 14% (n=121) had earned a bachelors degree in early childhood education/development or a related field. A comparison of credentials by zones reveals a pattern similar to that of the directors; bachelor and associate degrees are reported more frequently in Zone 1 than in Zone 2 and 3.

Educational Attainment - Assistant Director



While absolute educational attainment levels were lower, relative educational attainment levels for assistant directors were consistent with those of directors, e.g. higher in non-profits. Large percentages of assistant directors had no post high school formal education. Head Start was a notable exception.

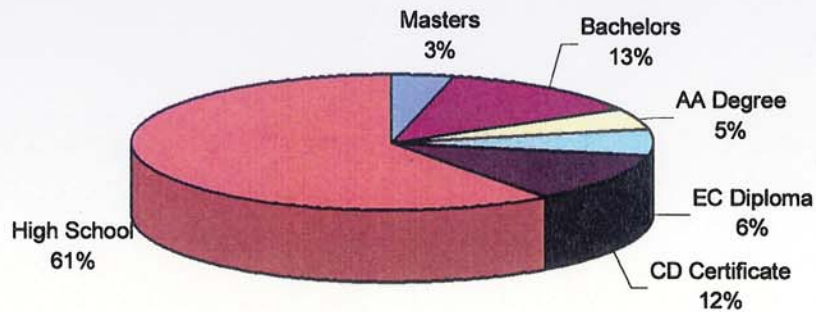
National Administrator Credential (NAC)

Approximately 6% (n=97) of the responding center directors had completed the National Administrator Credential (NAC) and the distribution was similar across all zones.

Educational Attainment: Lead Teachers

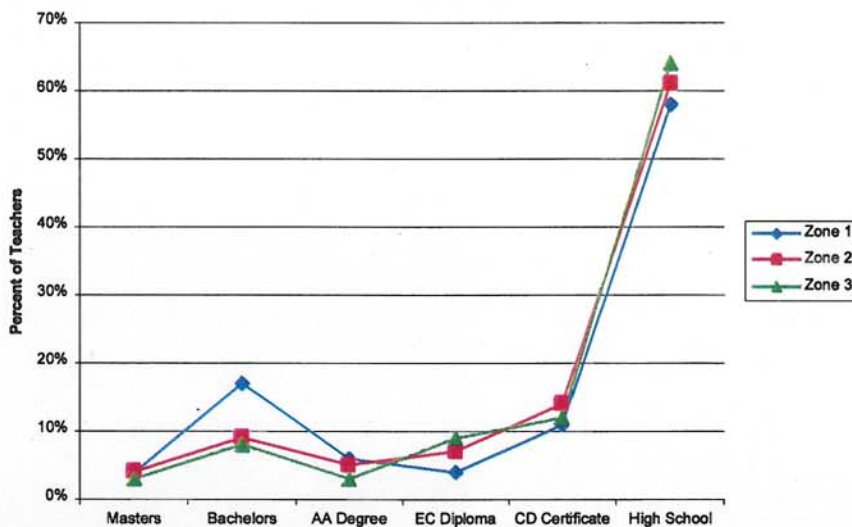
The level of education was reported for 8,283 lead teachers. A high school diploma or GED was the highest level of education for approximately 61% (n=5,018) of these lead teachers. Approximately 18% (n=1,486) have completed either a technical school/college certificate or diploma and only 21% (n=1,779) have completed an associate degree or higher.

Percentage of Lead Teachers by Credentials

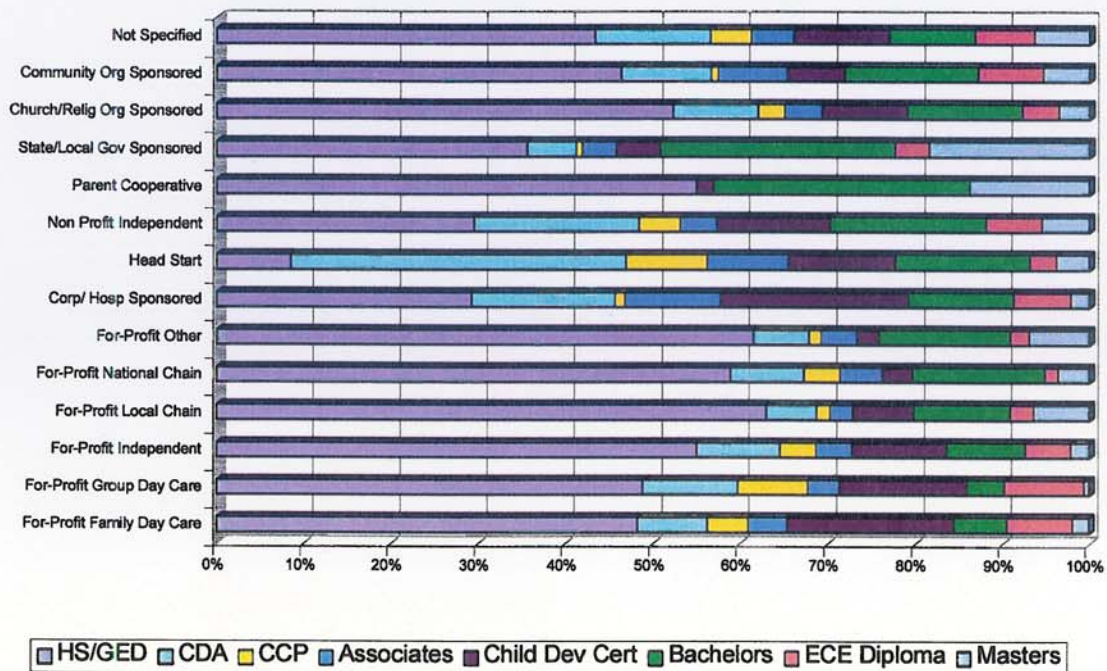


A comparison of teacher credentials across Zones reveals similar patterns with the exception of Zone 1, which has slightly higher percentage of teachers with bachelor degrees.

**Percent of Lead Teachers by Credentials
Summary by Market Rate Zones**

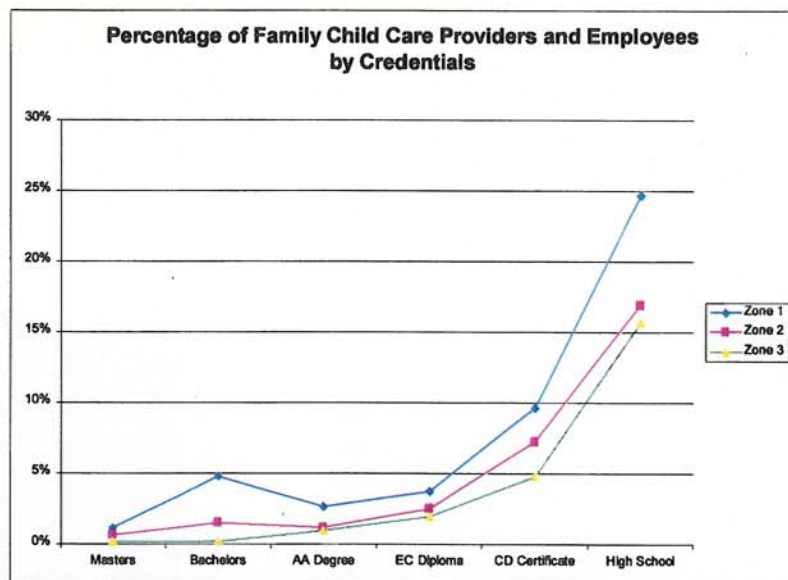


Educational Attainment: Teachers



Again, teachers in non-profit settings displayed higher levels of educational attainment than those in the for-profit sector, in both the quantity and level of post-secondary education. Teachers in Head Start, Corporate/Hospital sponsored and non-profit independent centers displayed the highest level of educational attainment.

2,066 family child care providers reported level of educational attainment. 57% (n=1,183) had only a high school diploma or GED. Approximately 21% (n=444) had a Child Development Certificate only 21% (n=439) had a post-secondary diploma or degree.



Participation in Training

The 1,590 responding licensed centers employed a total of 17,133 teachers. Of these teachers, 37% (n=6,386) have completed 20 hours or more of DHR approved training, and therefore, exceed the state licensing training requirement. While Zone 3 employed the lowest percentage of teachers (13%), more of these teachers exceeded the state training requirements (44%).

A total of 1,002 directors (63%) reported completing 20 hours of DHR approved training. A total of 97 directors reported they had completed work on the National Administrator Credential (NAC). The distribution of these directors across zones was approximately the same.

63% of the family child care providers (n=1,432) had completed 20 hours or more of DHR approved training.

Experience and Employment Tenure

Of the 17,133 teachers employed in the participating licensed Child Care Centers across the state, approximately 29% (n=4,899) are lead teachers with three years or more experience working in a Child Care Center, pre-kindergarten program, or Head Start and 28% (n=4,753) of these teachers are lead teachers with three years or more of employment in their current center.

Of the 2,597 family child care providers who participated in the market rate survey, 2,259 responded to the educational attainment section. Of these, 15% (n=342) had three years or more experience as a lead teacher in a child care, pre-kindergarten, or Head Start setting and 27% (n=604) had been employed in their home for three years or more.

Child Development Associate (CDA)

Only 9% (n= 1,510) of teachers in centers held a Child Development Associate (CDA) credential. Approximately half of these CDA teachers are employed in Zone 1.

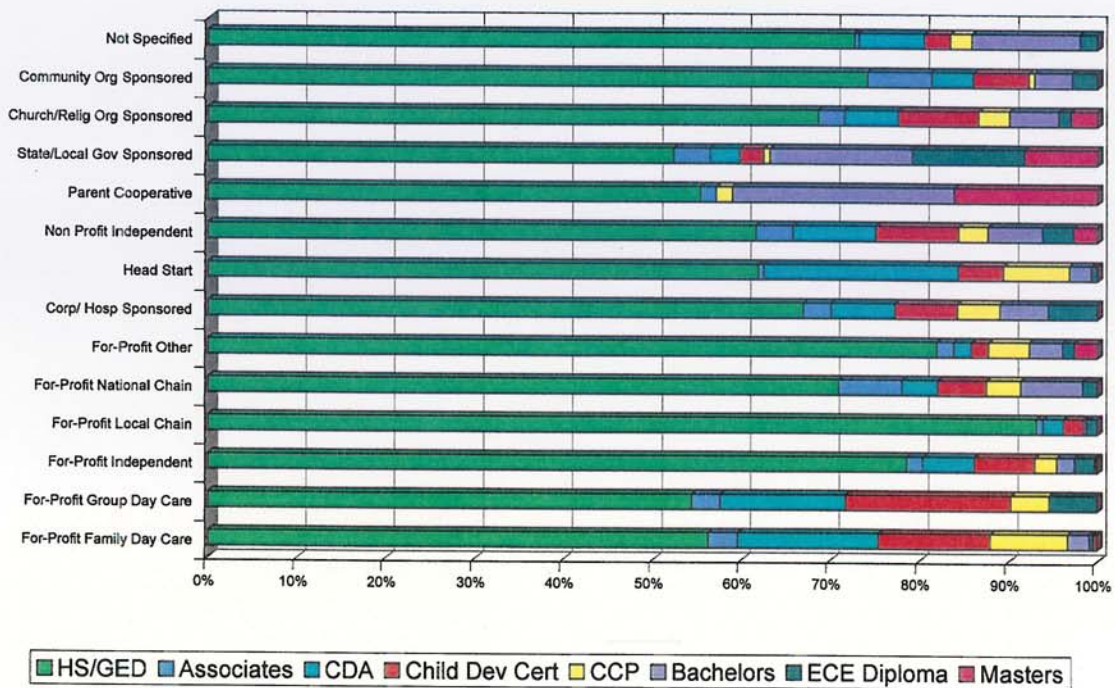
A relatively modest number of family child care providers (n=167) have a CDA credential and 13 have completed the National Administrator Credential. Family child care providers also reported that they employed 41 assistants with a CDA.

Child Care Professional (CCP)

Survey respondents reported that a total of 373 lead teachers working in licensed child care settings and 102 family child care providers statewide held the Child Care Professional (CCP) credential. However, the credentialing organization reports that there are only 85 CCP credentialed teachers in

Georgia. It appears that this data is not accurate and that respondent misunderstood the item.

Educational Attainment: Assistant Teachers



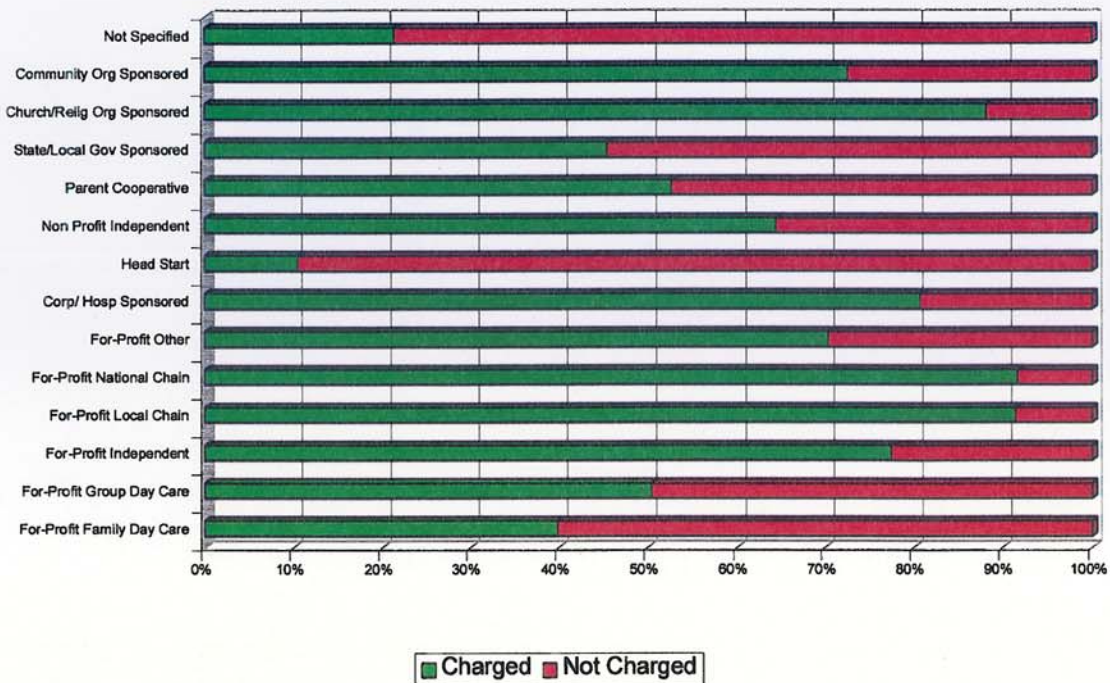
The graph clearly shows that most assistant teachers, irrespective of organization type, do not have any post secondary education. Interestingly, family and group day care homes claim relatively high rates of assistants with child care training.

Services and Enrollment

Respondents were also asked a series of additional questions, listed below, concerning services and cost of care issues. A review of the responses is included on the following pages.

- ***Do you charge a registration fee?***
- ***Do you provide sick child care?***
- ***Do you currently care for children with special needs?***
- ***Do you currently care for children receiving state subsidies?***

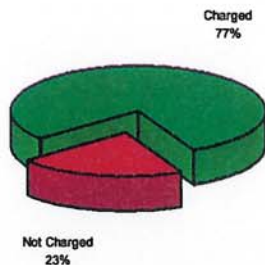
Registration Fee Charged



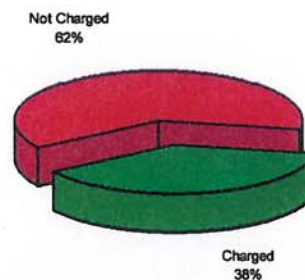
Most entities charge a registration fee, with the notable exception of Head Start; centers are more likely to charge a fee than home-based care providers. In many cases the registration fee can be applied to the first week's fees. Of the 1,590 participating centers 77% (n=1,225) charge a registration fee. Only 26% (n=410) applied the registration fee to the first payment for child care.

Of the 2,597 participating family child care homes, 38% (n=984) charge a registration fee and 15% (n=391) applied the registration fee to the first payment for child care.

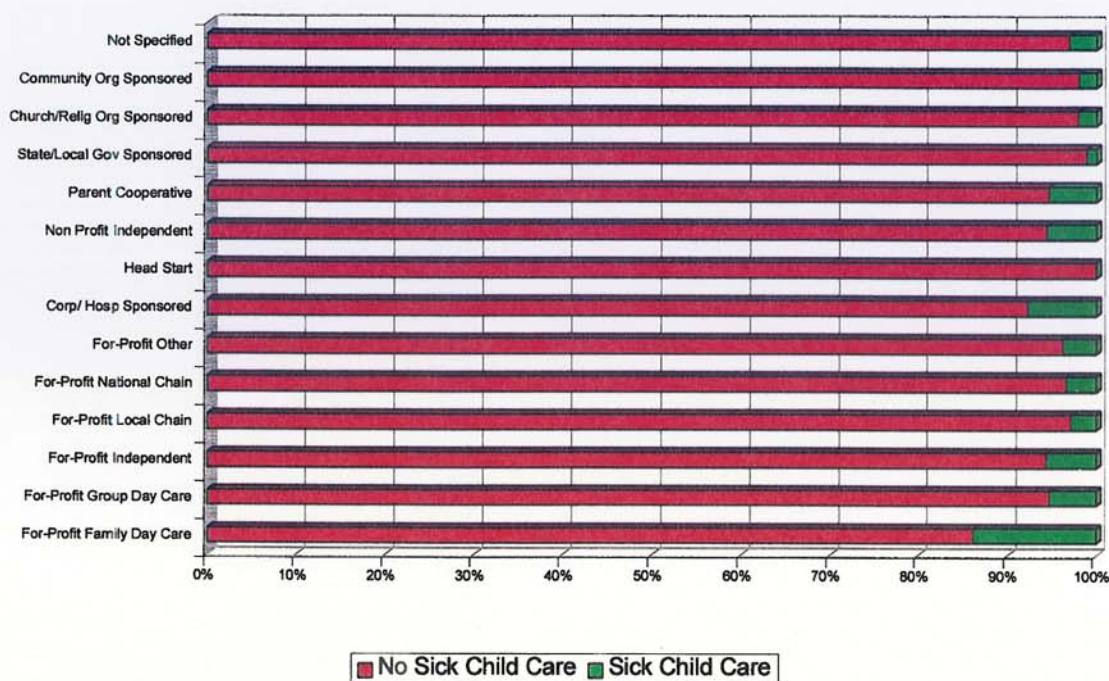
**Registration Fee Charged:
Centers**



**Registration Fee Charged: Family
Child Care**



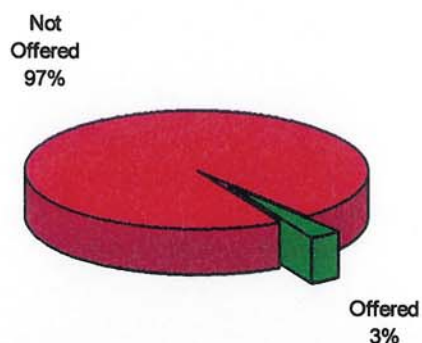
Sick Child Care Offered



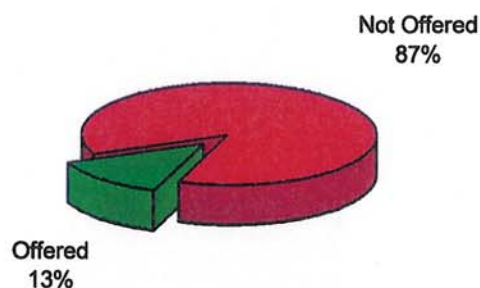
Most entities do not offer sick child care. Family day care providers are more likely to offer it because the home setting and small group size allow more flexibility than center-based care. Corporate/Hospital sponsored centers are also more willing to care for sick children; providing increased flexibility for their workforce. Of the 1,590 participating centers 3% (n=53) reported that they provided sick child care.

Of the 2,597 participating family child care homes, 13% (n=346) reported that they provided sick child care.

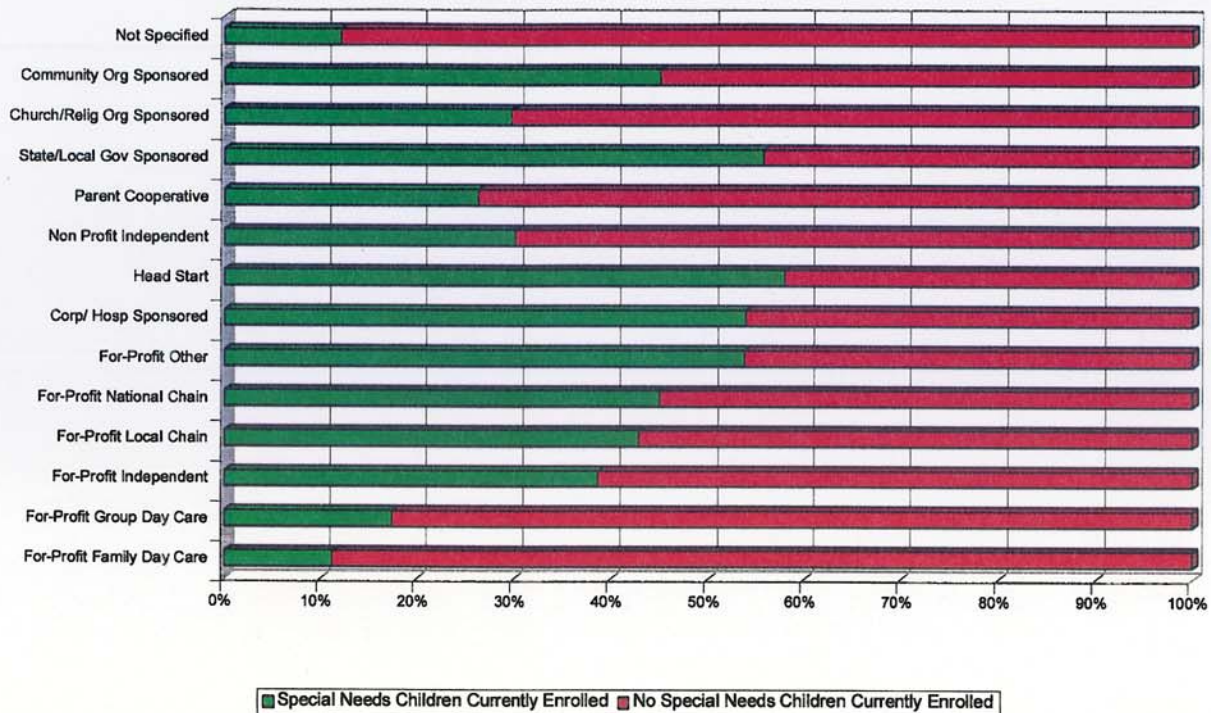
Sick Child Care Offered: Centers



Sick Child Care Offered: Family Child Care



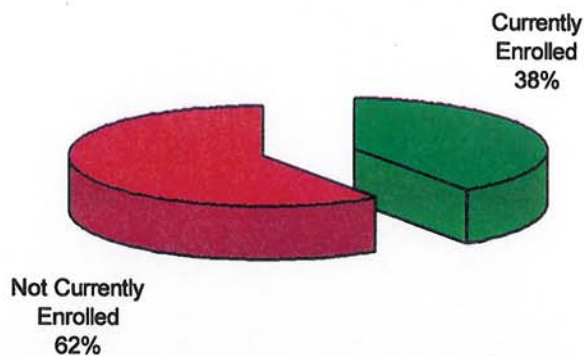
Current Enrollment Includes Special Needs Children



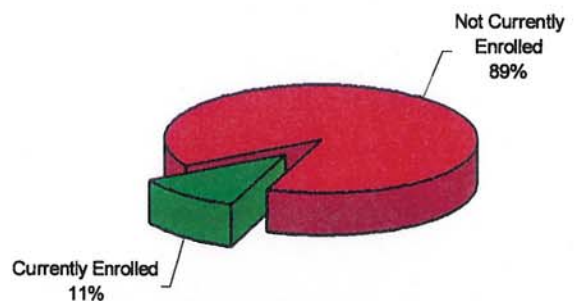
Centers were more likely to have children with special needs enrolled than were family and group care settings or parent cooperatives. Of the 1,590 participating centers 38% (n=611) reported that their current enrollment included children with special needs

Of the 2,597 participating family day care homes, 11% (n=280) reported that their current enrollment included children with special needs.

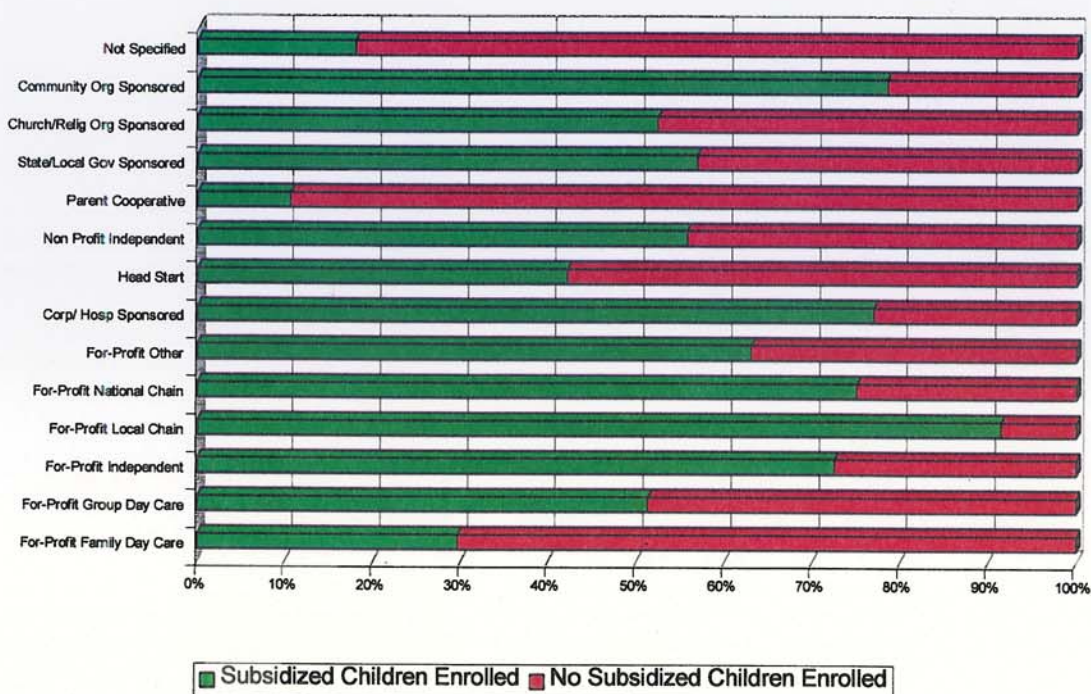
Current Enrollment Includes Children with Special Needs: Centers



Current Enrollment Includes Children with Special Needs: Family Child Care



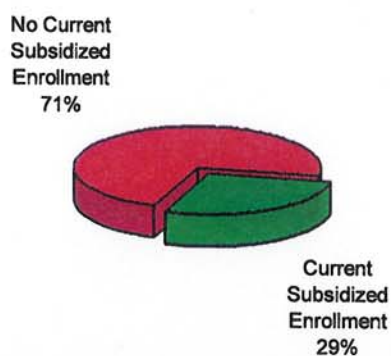
Current Enrollment includes Subsidized Children



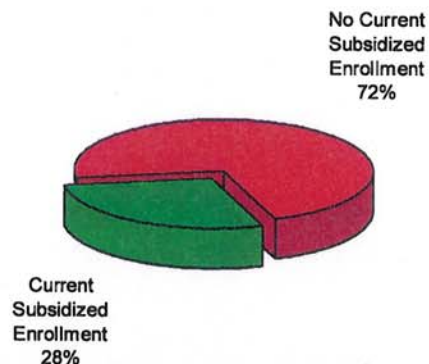
Children receiving subsidized care were more likely to be enrolled in centers than in home-based care settings. Of the 1,590 participating centers, 71% (n=1,123) reported that they collectively served 17,952 subsidized children. Distributions were similar across all three zones.

Of the 2,597 participating family child care homes, 28% (n=729) reported that they collectively served 1,956 subsidized children.

Subsidized Child Care: Centers



Subsidized Child Care: Family Child Care



Provider Data by Zone (Family Daycare)

Zone: 1

1,142 Responses

Special Services		<u>Providers</u>	
Currently care for children with special needs?	145	13%	
Provide sick child care?	146	13%	
Currently care for state-subsidized children?	274	24%	Current subsidized enrollment: 568
Charge a registration fee?	553	48%	Applicable to first payment? 200 18%

Organization Type			
<i>For Profit</i>	<u>Providers</u>	<i>Non Profit</i>	<u>Providers</u>
Independently owned and operated center:	0 0%	Independent:	23 2%
Independently owned and operated family child care home:	1,113 97%	Parent Cooperative:	3 0%
Independently owned and operated group home:	0 0%	Head Start, federally funded:	1 0%
Local chain:	0 0%	Church/ religious org sponsored:	0 0%
National chain:	0 0%	State/Local Gov Sponsored:	2 0%
Corporate/Hospital Sponsored:	0 0%	Community Org Sponsored:	0 0%
Other:	0 0%	No Response:	0 0%

Accreditation	<u>Providers</u>	<u>Providers</u>
None/No Response:	1,070 94%	NAEYC Accredited: 0 0%
None, but preparing to be accredited:	38 3%	NAFCC Accredited: 5 0%
		Accredited by Other Organization: 29 3%

Teacher Experience	<u>Teachers</u>
Number of teachers employed:	1,012
Lead teachers who have been there 3+ years?	287
Lead teachers with 3+ years of child care experience?	151
Teachers with 20+ hours of DHR-approved training?	622 61%

Staff Credentials	<u>Lead Teachers</u>	<u>Assistants</u>
Child Development Associate:	81	21
Child Care Professionals:	56	10

Highest Educational Level*	<u>Lead Teachers</u>	<u>Assistants</u>
Masters Degree in related field:	21 2%	1 1%
Bachelors Degree in related field:	96 11%	5 5%
Associates in related field:	52 6%	4 4%
Early Childhood Diploma:	72 8%	2 2%
Child Development Certificate:	180 21%	17 17%
High School Diploma/GED:	435 51%	69 70%

Completed National Admin Credential (NAC)?	6	1%
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Percentages are calculated based on total responses, except that percentages for highest educational level are calculated based on sum of highest educational levels reported.

Provider Data by Zone (Family Daycare)

Zone: 2

785 Responses

Special Services		<u>Providers</u>			
Currently care for children with special needs?	73	9%			
Provide sick child care?	120	15%			
Currently care for state-subsidized children?	243	31%	Current subsidized enrollment:	648	
Charge a registration fee?	313	40%	Applicable to first payment?	135	17%

Organization Type		<u>Providers</u>			
<i>For Profit</i>			<i>Non Profit</i>		<u>Providers</u>
Independently owned and operated center:	0	0%	Independent:	20	3%
Independently owned and operated family child care home:	763	97%	Parent Cooperative:	1	0%
Independently owned and operated group home:	0	0%	Head Start, federally funded:	0	0%
Local chain:	0	0%	Church/ religious org sponsored:	0	0%
National chain:	0	0%	State/Local Gov Sponsored:	1	0%
Corporate/Hospital Sponsored:	0	0%	Community Org Sponsored:	0	0%
Other:	0	0%	No Response:	0	0%

Accreditation	<u>Providers</u>			<u>Providers</u>	
None/No Response:	734	94%	NAEYC Accredited:	0	0%
None, but preparing to be accredited:	19	2%	NAFCC Accredited:	1	0%
			Accredited by Other Organization:	31	4%

Teacher Experience	<u>Teachers</u>	
Number of teachers employed:	683	
Lead teachers who have been there 3+ years?	185	
Lead teachers with 3+ years of child care experience?	105	
Teachers with 20+ hours of DHR-approved training?	458	67%

Staff Credentials	<u>Lead Teachers</u>	<u>Assistants</u>
Child Development Associate:	53	13
Child Care Professionals:	21	6

Highest Educational Level*	<u>Lead Teachers</u>		<u>Assistants</u>	
Masters Degree in related field:	13	2%	0	0%
Bachelors Degree in related field:	28	5%	1	2%
Associates in related field:	23	4%	1	2%
Early Childhood Diploma:	52	9%	0	0%
Child Development Certificate:	137	25%	12	19%
High School Diploma/GED:	303	54%	48	77%

Completed National Admin Credential (NAC)?	4	1%
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Percentages are calculated based on total responses, except that percentages for highest educational level are calculated based on sum of highest educational levels reported.

Provider Data by Zone (Family Daycare)

Zone: 3

670 Responses

Special Services		<u>Providers</u>			
Currently care for children with special needs?	62	9%			
Provide sick child care?	80	12%			
Currently care for state-subsidized children?	212	32%	Current subsidized enrollment:	740	
Charge a registration fee?	118	18%	Applicable to first payment?	56	8%

Organization Type		<u>Providers</u>		<u>Non Profit</u>	<u>Providers</u>	
For Profit						
Independently owned and operated center:	0	0%	Independent:	8	1%	
Independently owned and operated family child care home:	660	99%	Parent Cooperative:	2	0%	
Independently owned and operated group home:	0	0%	Head Start, federally funded:	0	0%	
Local chain:	0	0%	Church/ religious org sponsored:	0	0%	
National chain:	0	0%	State/Local Gov Sponsored:	0	0%	
Corporate/Hospital Sponsored:	0	0%	Community Org Sponsored:	0	0%	
Other:	0	0%	No Response:	0	0%	

Accreditation		<u>Providers</u>		<u>Providers</u>	
None/No Response:	642	96%	NAEYC Accredited:	0	0%
None, but preparing to be accredited:	7	1%	NAFCC Accredited:	0	0%
			Accredited by Other Organization:	21	3%

Teacher Experience		<u>Teachers</u>	
Number of teachers employed:	564		
Lead teachers who have been there 3+ years?	132		
Lead teachers with 3+ years of child care experience?	86		
Teachers with 20+ hours of DHR-approved training?	352	62%	

Staff Credentials		<u>Lead Teachers</u>	<u>Assistants</u>
Child Development Associate:	33		7
Child Care Professionals:	25		8

Highest Educational Level*		<u>Lead Teachers</u>		<u>Assistants</u>	
Masters Degree in related field:	3	1%	0	0%	
Bachelors Degree in related field:	4	1%	0	0%	
Associates in related field:	19	4%	1	2%	
Early Childhood Diploma:	41	9%	0	0%	
Child Development Certificate:	93	21%	5	10%	
High School Diploma/GED:	284	64%	44	88%	

Completed National Admin Credential (NAC)?	3	0%
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Percentages are calculated based on total responses, except that percentages for highest educational level are calculated based on sum of highest educational levels reported.

Provider Data by Zone (Family Daycare)

Zone: Statewide

2,597 Responses

Special Services		<u>Providers</u>			
Currently care for children with special needs?	280	11%			
Provide sick child care?	346	13%			
Currently care for state-subsidized children?	729	28%	Current subsidized enrollment:	1,956	
Charge a registration fee?	984	38%	Applicable to first payment?	391	15%

Organization Type					
<i>For Profit</i>			<i>Non Profit</i>		
	<u>Providers</u>			<u>Providers</u>	
Independently owned and operated center:	0	0%	Independent:	51	2%
Independently owned and operated family child care home:	2,536	98%	Parent Cooperative:	6	0%
Independently owned and operated group home:	0	0%	Head Start, federally funded:	1	0%
Local chain:	0	0%	Church/ religious org sponsored:	0	0%
National chain:	0	0%	State/Local Gov Sponsored:	3	0%
Corporate/Hospital Sponsored:	0	0%	Community Org Sponsored:	0	0%
Other:	0	0%	No Response:	0	0%

Accreditation		<u>Providers</u>		<u>Providers</u>	
None/No Response:	2,446	94%	NAEYC Accredited:	0	0%
None, but preparing to be accredited:	64	2%	NAFCC Accredited:	6	0%
			Accredited by Other Organization:	81	3%

Teacher Experience		<u>Teachers</u>	
Number of teachers employed:	2,259		
Lead teachers who have been there 3+ years?	604		
Lead teachers with 3+ years of child care experience?	342		
Teachers with 20+ hours of DHR-approved training?	1,432	63%	

Staff Credentials		<u>Lead Teachers</u>	<u>Assistants</u>
Child Development Associate:	167		41
Child Care Professionals:	102		24

Highest Educational Level*		<u>Lead Teachers</u>		<u>Assistants</u>	
Masters Degree in related field:	37	2%	1	0%	
Bachelors Degree in related field:	128	7%	6	3%	
Associates in related field:	94	5%	6	3%	
Early Childhood Diploma:	165	9%	2	1%	
Child Development Certificate:	410	22%	34	16%	
High School Diploma/GED:	1,022	55%	161	77%	

Completed National Admin Credential (NAC)?	13	1%
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Percentages are calculated based on total responses, except that percentages for highest educational level are calculated based on sum of highest educational levels reported.

Provider Data by Zone (Licensed)

Zone: 1

611 Responses

Special Services		<u>Providers</u>				
Currently care for children with special needs?	232	38%				
Provide sick child care?	11	2%				
Currently care for state-subsidized children?	420	69%	Current subsidized enrollment:	6,360		
Charge a registration fee?	518	85%	Applicable to first payment?	167	27%	
Organization Type						
<i>For Profit</i>		<u>Providers</u>		<i>Non Profit</i>		
					<u>Providers</u>	
Independently owned and operated center:	309	51%	Independent:	49	8%	
Independently owned and operated family child care home:	0	0%	Parent Cooperative:	4	1%	
Independently owned and operated group home:	16	3%	Head Start, federally funded:	6	1%	
Local chain:	11	2%	Church/ religious org sponsored:	72	12%	
National chain:	36	6%	State/Local Gov Sponsored:	20	3%	
Corporate/Hospital Sponsored:	9	1%	Community Org Sponsored:	7	1%	
Other:	22	4%	No Response:	50	8%	
Accreditation		<u>Providers</u>		<u>Providers</u>		
None/No Response:	422	69%	NAEYC Accredited:	53	9%	
None, but preparing to be accredited:	83	14%	NAFCC Accredited:	0	0%	
			Accredited by Other Organization:	56	9%	
Teacher Experience		<u>Teachers</u>				
Number of teachers employed:	7,859					
Lead teachers who have been there 3+ years?	2,004	25%				
Lead teachers with 3+ years of child care experience?	2,260	29%				
Teachers with 20+ hours of DHR-approved training?	3,099	39%				
Staff Credentials		<u>Lead Teachers</u>		<u>Assistants</u>		
Child Development Associate:	598			192		
Child Care Professionals:	123			49		
Highest Educational Level*	<u>Directors</u>	<u>Ass't Directors</u>	<u>Lead Teachers</u>		<u>Assistants</u>	
Masters Degree in related field:	92 16%	17 5%	139	4%	17	1%
Bachelors Degree in related field:	181 32%	75 21%	678	17%	128	5%
Associates in related field:	71 13%	51 14%	225	6%	91	4%
Early Childhood Diploma:	33 6%	13 4%	179	5%	57	2%
Child Development Certificate:	62 11%	51 14%	423	11%	187	7%
High School Diploma/GED:	127 22%	155 43%	2,307	58%	2,069	81%
Director/Ass't Director Training/Credentials		<u>Providers</u>				
Completed 20 hours of training?	402	66%				
Completed National Admin Credential (NAC)?	33	5%				

Percentages are calculated based on total responses, except that percentages for highest educational level are calculated based on sum of highest educational levels reported.

Provider Data by Zone (Licensed)

Zone: 2

635 Responses

Special Services		<u>Providers</u>			
Currently care for children with special needs?	260	41%			
Provide sick child care?	29	5%			
Currently care for state-subsidized children?	458	72%	Current subsidized enrollment:	8,121	
Charge a registration fee?	511	80%	Applicable to first payment?	179	28%

Organization Type		<u>Providers</u>		Non Profit	<u>Providers</u>
For Profit					
Independently owned and operated center:	280	44%	Independent:	61	10%
Independently owned and operated family child care home:	0	0%	Parent Cooperative:	4	1%
Independently owned and operated group home:	35	6%	Head Start, federally funded:	4	1%
Local chain:	19	3%	Church/ religious org sponsored:	74	12%
National chain:	16	3%	State/Local Gov Sponsored:	32	5%
Corporate/Hospital Sponsored:	9	1%	Community Org Sponsored:	19	3%
Other:	18	3%	No Response:	64	10%

Accreditation		<u>Providers</u>		<u>Providers</u>	
None/No Response:	518	82%	NAEYC Accredited:	26	4%
None, but preparing to be accredited:	57	9%	NAFCC Accredited:	0	0%
			Accredited by Other Organization:	36	6%

Teacher Experience		<u>Teachers</u>	
Number of teachers employed:	7,065		
Lead teachers who have been there 3+ years?	2,035	29%	
Lead teachers with 3+ years of child care experience?	1,978	28%	
Teachers with 20+ hours of DHR-approved training?	2,317	33%	

Staff Credentials		<u>Lead Teachers</u>	<u>Assistants</u>
Child Development Associate:	372		159
Child Care Professionals:	178		83

Highest Educational Level*	<u>Directors</u>	<u>Ass't Directors</u>	<u>Lead Teachers</u>	<u>Assistants</u>
Masters Degree in related field:	75 13%	9 3%	120 4%	13 1%
Bachelors Degree in related field:	104 19%	41 12%	299 9%	67 3%
Associates in related field:	62 11%	18 5%	171 5%	70 3%
Early Childhood Diploma:	56 10%	27 8%	217 7%	83 3%
Child Development Certificate:	82 15%	66 19%	444 14%	164 7%
High School Diploma/GED:	182 32%	189 54%	2,024 62%	2,010 84%

Director/Ass't Director Training/Credentials		<u>Providers</u>	
Completed 20 hours of training?	380	60%	
Completed National Admin Credential (NAC)?	29	5%	

Percentages are calculated based on total responses, except that percentages for highest educational level are calculated based on sum of highest educational levels reported.

Provider Data by Zone (Licensed)

Zone: 3

344 Responses

Special Services		<u>Providers</u>			
Currently care for children with special needs?	119	35%			
Provide sick child care?	13	4%			
Currently care for state-subsidized children?	245	71%	Current subsidized enrollment:	3,471	
Charge a registration fee?	196	57%	Applicable to first payment?	64	19%

Organization Type							
For Profit		Providers		Non Profit		Providers	
Independently owned and operated center:	167	49%		Independent:	19	6%	
Independently owned and operated family child care home:	0	0%		Parent Cooperative:	1	0%	
Independently owned and operated group home:	39	11%		Head Start, federally funded:	5	1%	
Local chain:	1	0%		Church/ religious org sponsored:	25	7%	
National chain:	1	0%		State/Local Gov Sponsored:	26	8%	
Corporate/Hospital Sponsored:	5	1%		Community Org Sponsored:	6	2%	
Other:	11	3%		No Response:	38	11%	

Accreditation		<u>Providers</u>			<u>Providers</u>
None/No Response:	301	88%	NAEYC Accredited:	8	2%
None, but preparing to be accredited:	16	5%	NAFCC Accredited:	0	0%
			Accredited by Other Organization:	19	6%

Teacher Experience		<u>Teachers</u>	
Number of teachers employed:	2,209		
Lead teachers who have been there 3+ years?	714	32%	
Lead teachers with 3+ years of child care experience?	661	30%	
Teachers with 20+ hours of DHR-approved training?	970	44%	

Staff Credentials		<u>Lead Teachers</u>	<u>Assistants</u>
Child Development Associate:	133		56
Child Care Professionals:	72		38

Highest Educational Level*	<u>Directors</u>		<u>Ass't Directors</u>		<u>Lead Teachers</u>		<u>Assistants</u>	
Masters Degree in related field:	23	8%	2	1%	30	3%	3	0%
Bachelors Degree in related field:	44	14%	5	3%	83	8%	7	1%
Associates in related field:	25	8%	7	5%	34	3%	8	1%
Early Childhood Diploma:	39	13%	14	9%	97	9%	15	2%
Child Development Certificate:	63	21%	35	23%	126	12%	107	15%
High School Diploma/GED:	111	36%	89	59%	687	65%	591	81%

Director/Ass't Director Training/Credentials		<u>Providers</u>	
Completed 20 hours of training?	220	64%	
Completed National Admin Credential (NAC)?	35	10%	

Percentages are calculated based on total responses, except that percentages for highest educational level are calculated based on sum of highest educational levels reported.

Provider Data by Zone (Licensed)

Zone: Statewide 1,590 Responses

Special Services		<u>Providers</u>			
Currently care for children with special needs?	611	38%			
Provide sick child care?	53	3%			
Currently care for state-subsidized children?	1,123	71%	Current subsidized enrollment:	17,952	
Charge a registration fee?	1,225	77%	Applicable to first payment?	410	26%

Organization Type		<u>Providers</u>			
<i>For Profit</i>			<i>Non Profit</i>		<u>Providers</u>
Independently owned and operated center:	756	48%	Independent:	129	8%
Independently owned and operated family child care home:	0	0%	Parent Cooperative:	9	1%
Independently owned and operated group home:	90	6%	Head Start, federally funded:	15	1%
Local chain:	31	2%	Church/ religious org sponsored:	171	11%
National chain:	53	3%	State/Local Gov Sponsored:	78	5%
Corporate/Hospital Sponsored:	23	1%	Community Org Sponsored:	32	2%
Other:	51	3%	No Response:	152	10%

Accreditation	<u>Providers</u>			<u>Providers</u>	
None/No Response:	1,241	78%	NAEYC Accredited:	87	5%
None, but preparing to be accredited:	156	10%	NAFCC Accredited:	0	0%
			Accredited by Other Organization:	111	7%

Teacher Experience	<u>Teachers</u>	
Number of teachers employed:	17,133	
Lead teachers who have been there 3+ years?	4,753	28%
Lead teachers with 3+ years of child care experience?	4,899	29%
Teachers with 20+ hours of DHR-approved training?	6,386	37%

Staff Credentials	<u>Lead Teachers</u>	<u>Assistants</u>
Child Development Associate:	1,103	407
Child Care Professionals:	373	170

Highest Educational Level*	<u>Directors</u>	<u>Ass't Directors</u>	<u>Lead Teachers</u>	<u>Assistants</u>
Masters Degree in related field:	190 13%	28 3%	289 3%	33 1%
Bachelors Degree in related field:	329 23%	121 14%	1,060 13%	202 4%
Associates in related field:	158 11%	76 9%	430 5%	169 3%
Early Childhood Diploma:	128 9%	54 6%	493 6%	155 3%
Child Development Certificate:	207 14%	152 18%	993 12%	458 8%
High School Diploma/GED:	420 29%	433 50%	5,018 61%	4,670 82%

Director/Ass't Director Training/Credentials	<u>Providers</u>	
Completed 20 hours of training?	1,002	63%
Completed National Admin Credential (NAC)?	97	6%

Percentages are calculated based on total responses, except that percentages for highest educational level are calculated based on sum of highest educational levels reported.

Provide Data by Organization Type

For-Profit														Non-Profit					Not Specified	
Family Day Care	Group Day Care	Indepen. Center	Local Chain	Nat'l Chain	Other	Corp/ Hosp	Head Start	Indep.	Parent Coop	Gov't	Church	Commun. Org	Not Specified							
Responses																				
Responses	2,536	90	756	31	53	51	23	16	180	15	81	171	32	152						
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%						
Accreditation																				
NAEYC	0	1	29	1	3	1	4	9	19	0	6	8	1	5						
	0%	1%	4%	3%	6%	2%	17%	56%	11%	0%	7%	5%	3%	3%						
NAFCC	5	0	0	0	0	0	0	0	0	0	1	0	0	0						
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%						
Not Accredited	1,745	67	537	22	25	33	7	3	102	7	47	115	16	29						
	69%	74%	71%	71%	47%	65%	30%	19%	57%	47%	58%	67%	50%	19%						
Other Accredited	76	2	42	5	5	2	1	1	23	3	12	14	5	1						
	3%	2%	6%	16%	9%	4%	4%	6%	13%	20%	15%	8%	16%	1%						
Preparing for Accreditation	64	3	69	2	13	5	6	2	15	0	7	20	9	5						
	3%	3%	9%	6%	25%	10%	26%	13%	8%	0%	9%	12%	28%	3%						
Director Credentials																				
Associates	5	5	98	4	8	3	4	1	8	2	3	18	1	4						
	0%	6%	13%	13%	15%	6%	17%	6%	4%	13%	4%	11%	3%	3%						
Bachelors	12	7	152	8	15	11	2	6	37	1	17	49	14	10						
	0%	8%	20%	26%	28%	22%	9%	38%	21%	7%	21%	28%	44%	7%						
Child Dev Cer	39	20	115	6	7	8	3	1	16	0	3	18	1	10						
	2%	22%	15%	19%	13%	16%	13%	6%	9%	0%	4%	11%	3%	7%						
ECE Diploma	16	13	66	2	5	7	3	0	5	0	5	13	3	6						
	1%	14%	9%	6%	9%	14%	13%	0%	3%	0%	6%	8%	9%	4%						
GED	80	39	236	12	16	14	6	0	23	3	8	47	5	15						
	3%	43%	31%	39%	30%	27%	26%	0%	13%	20%	10%	27%	16%	10%						
Masters	2	3	62	0	2	5	4	5	39	4	23	27	6	10						
	0%	3%	8%	0%	4%	10%	17%	31%	22%	27%	28%	16%	19%	7%						
NAC	13	5	54	1	3	1	3	1	8	0	2	12	2	5						
	1%	6%	7%	3%	6%	2%	13%	6%	4%	0%	2%	7%	6%	3%						
Sufficient Training	112	69	543	23	35	27	14	10	87	4	24	108	21	40						
	4%	77%	72%	74%	66%	53%	61%	63%	48%	27%	30%	63%	66%	26%						
Assistant Director Credentials																				
Associates	0	0	34	3	9	2	2	0	8	0	4	8	2	4						
	0%	0%	4%	10%	17%	4%	9%	0%	4%	0%	5%	5%	6%	3%						
Bachelors	0	2	53	5	5	1	2	1	17	1	6	20	5	3						
	0%	2%	7%	16%	9%	2%	9%	6%	9%	7%	7%	12%	16%	2%						
Child Dev Cer	3	12	91	3	7	3	2	0	7	0	2	13	2	10						
	0%	13%	12%	10%	13%	6%	9%	0%	4%	0%	2%	8%	6%	7%						

Provider Data by Organization Type

For-Profit							Non-Profit							
Family Day Care	Group Day Care	Indepen. Center	Local Chain	Nat'l Chain	Other	Corp/ Hosp	Head Start	Indep.	Parent Coop	Gov't	Church	Commun. Org	Not Specified	
Assistant Director Credentials														
ECE Diploma														
0	2	35	0	2	1	1	1	4	0	1	5	2	0	
0%	2%	5%	0%	4%	2%	4%	6%	2%	0%	1%	3%	6%	0%	
GED														
16	19	258	15	21	20	8	1	21	2	6	43	3	16	
1%	21%	34%	48%	40%	39%	35%	6%	12%	13%	7%	25%	9%	11%	
Masters														
0	0	10	0	0	0	1	1	5	0	3	6	1	1	
0%	0%	1%	0%	0%	0%	4%	6%	3%	0%	4%	4%	3%	1%	
Employment														
Teachers Employe	2,203	8,900	553	854	431	416	216	1,404	113	723	2,264	516	604	
Lead Teacher Credentials														
3 Year Experienc														
3 Year Tenur	595	2,459	94	191	89	108	45	406	38	247	680	123	176	
Associates	92	5	217	6	25	28	9	33	0	4	58	20	17	
Bachelors	121	6	470	29	70	28	16	135	6	91	139	23	25	
CCP	96	13	212	4	21	3	11	42	0	3	41	2	17	
CDA	164	17	503	15	42	41	40	168	0	41	140	23	54	
Child Dev Cer	400	22	552	18	18	36	12	118	1	32	132	13	39	
ECE Diploma	162	11	267	7	10	17	4	62	0	10	56	18	25	
GED	999	65	2,816	164	307	79	11	289	25	122	716	93	156	
Masters	37	1	110	17	15	3	5	39	4	41	27	6	17	
Sufficient Training	1,399	122	3,566	104	263	115	71	631	37	208	750	163	282	
Assistant Credentials														
Associates	6	3	56	2	23	4	0	27	1	10	13	23	2	
Bachelors	6	0	58	1	17	7	3	39	11	21	30	13	2	
CCP	23	4	76	0	6	6	12	17	1	8	25	0	9	
CDA	40	12	167	6	15	9	29	58	0	20	57	14	14	
Child Dev Cer	33	15	211	6	20	9	2	65	0	37	64	16	9	
ECE Diploma	2	5	72	3	5	7	1	20	0	13	11	8	8	
GED	158	44	2,436	242	238	84	88	380	24	153	556	209	141	
Masters	1	0	7	0	0	0	0	3	9	11	2	0	0	
Registration Fee														
Charged	957	50	656	30	52	20	3	119	7	44	153	25	52	
Fee Applied to First Payment	380	22	249	10	18	6	1	34	0	11	27	7	18	
Special Services	15%	24%	33%	32%	34%	26%	6%	19%	0%	14%	16%	22%	12%	

Provider Data by Organization Type

		For-Profit						Non-Profit							
	Family Day Care	Group Day Care	Indepen. Center	Local Chain	Nat'l Chain	Other	Corp/ Hosp	Head Start	Indep.	Parent Coop	Gov't	Church	Commun. Org	Not Specified	
Special Services															
	Sick Child Care	336	5	31	1	2	0	1	0	12	1	2	4	1	3
		13%	6%	4%	3%	4%	0%	4%	0%	7%	7%	2%	2%	3%	2%
Current Enrollment															
	Includes Special Needs Children	276	18	337	13	24	22	12	8	51	3	36	52	15	24
		11%	20%	45%	42%	45%	43%	52%	50%	28%	20%	44%	30%	47%	16%
	Includes Subsidized Children	711	51	632	29	42	39	19	9	103	1	46	96	30	44
		28%	57%	84%	94%	79%	76%	83%	56%	57%	7%	57%	56%	94%	29%
	Subsidized Enrollment	1,910	259	12,079	495	631	620	474	35	1,020	7	282	952	446	698