



Project Proposal | May 2024

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First 5 Riverside Early Educator Wage Enhancement Evaluation

Summary

The Center for the Study of Child Care Employment (CSCCE) proposes an evaluation of Riverside County's early care and education (ECE) workforce wage enhancement. The evaluation will combine three components: 1) administrative data analysis, 2) program leader staffing surveys, and 3) teacher well-being surveys.

We plan to explore the impact of stipends distributed to educators via core indicators pertaining to staffing, turnover, and well-being.

Section 1: Administrative Data Review

CSCCE will evaluate data collected via existing administrative sources pertaining to the payments. These will also provide baseline information about the distribution of the salary supplements.

Section 2: Program Leader Staffing Surveys

We will implement a survey on program staffing, enrollment, operations, and stability to investigate the effect of the wage supplements at the **program level**. Both center- and home-based program leaders will be included. The survey will go out at two time points: March 2024 and March 2025. Each survey will include approximately 35 questions for a time commitment of no more than 20 minutes.

Section 3: Teacher Well-Being Surveys

We will also reach educators who work directly with children to evaluate the effect of the payments at the **individual level**. Both center teaching staff and FCC providers will be included. (The latter group will receive a singular survey with both the program leader and educator questions.) The survey will go out at two time points: March 2024 and March 2025. Each survey will include approximately 50-60 questions for a time commitment of no more than 30 minutes.

Section 4: Focus Groups

We will conduct focus groups with three categories of stakeholders: center directors, center teachers and assistants, and family child care providers. Information shared during these conversations will provide a qualitative mode of inquiry to complement the survey data. Focus groups will also allow us to probe for nuance in educators' experiences.

Project Timeline

Jul 24	Preparation for launch
Aug 24	Survey Time Point 1
Sept 24	Survey Time Point 1
Oct 24	Survey Time Point 1
Nov 24	Analysis
Dec 24	Memo on initial findings
Jan 25	Focus groups
Feb 25	Focus groups
Mar 25	Survey Time Point 2
Apr 25	Survey Time Point 2
May 25	Survey Time Point 2
Jun 25	Analysis
Jul 25	Analysis
Aug 25	Analysis
Sep 25	Report development
Oct 25	Report development
Nov 25	Report development
Dec 25	Final report or deliverable

Study Personnel

Name	Role
Dr. Lea J.E. Austin	Guidance/oversight: Dr. Austin will provide expert support using her knowledge of ECE workforce, California context, and national policy. She is the Executive Director of CSCCE.
Dr. Abby Copeman Petig	Guidance/oversight: Dr. Copeman Petig is the Research Director at CSCCE. She provides leadership to all study activities and manages university approval.
Research Manager [TBD]	Coordination: This person provides project management and coordination.

Anna Powell	Project research and analysis: Ms. Powell is the primary quantitative analyst and researcher.
Dr. Wanzi Muruvi	Qualitative research: Dr. Muruvi will lead focus groups and support survey implementation.
Dr. Yoonjeon Kim	Project research and analysis: Dr. Kim is the Center's Lead Analyst and supports both quantitative and qualitative methods.
Penelope Whitney	Communications: Ms. Whitney will lead communications efforts designed to engage stakeholders and disseminate project findings.

Study Costs

Category	All Components
Personnel	\$182,477
Dr. Lea J.E. Austin	\$20,653
Dr. Abby Copeman Petig	\$16,015
Research Manager [TBD]	\$11,033
Anna Powell	\$46,105
Dr. Wanzi Muruvi	\$46,105
Dr. Yoonjeon Kim	\$23,744
Penelope Whitney	\$17,948
<i>UCRP [UC requirement]</i>	<i>\$875</i>
Non-Personnel	\$55,000
Study incentives (2 surveys + focus groups)	\$40,000
Copyediting & design	\$5,000
Focus group facilitation (including in-person & in Spanish)	\$8,000
Travel	\$2,000
Other	
<i>GAEL [UC requirement]</i>	<i>\$2,641</i>
<i>Indirect costs (19%)</i>	<i>\$38,023</i>
Project Total	\$278,141

Billing Timeline

Timepoint	All Components
FY 2024-2025	
July 31, 2024	\$55,628
December 31, 2025*	\$55,628
May 31, 2025*	\$55,628
FY 2025-2026	
September 30, 2025	\$55,628
December 31, 2025	\$55,628
Project Total	\$278,140

Note: Estimates will be reduced to reflect any unspent incentive payments.

This concept and estimated project need are for information and discussion purposes only. This paper does not represent a solicitation for funds. Any extramural opportunities must be reviewed and approved for submission by the University of California, Berkeley.