

Summary of the Early Childhood Education Workforce in San Francisco

Table 1A

Revised

Center Workforce Participants by Data Source 2007/2008

Job Title (Based on the CA Child Development Permit Matrix)	Publicly Administered				Non-PA Recipients of Workforce Compensation Initiatives							Workforce Participants w/o Add. Compensation ²	TOTAL Center WF Participants ³	
	City College Child Develop.	SFUSD - Child Develop ¹			Head Start - SFSU	CARES/ WAGES+ /PFA-D	CARES/ WAGES+ + /PFA-D	WAGES + /PFA-D	CARES /PFA-D	PFA-D Only	CARES Only			WAGES + Only
		Certificated	Para- Professional	Total SFUSD										
Teacher Assistant		80	205	285	21		37		1		47	299	120	1079
Associate Teacher				0	7	1	82		1	1	66	111		
Teacher	45	257		257	11	14	57	4	10	4	219	123	671	1551
Master Teacher				0	9	10	22	1	7	1	62	24		
Site Supervisor	2	37		37	4	8	25		5	1	34	35	53	260
Program Director	4			0			8		2		42			
TOTAL STAFF	51	0		0	52	33	231	5	26	7	470	592	844	2890

Workforce totals derived from Workforce Study. See Footnote 3.

Highlight:
 29.2% of the center ECE workforce (844/2890) work outside of programs that are either publicly administered, funded by WAGES Plus or receive SF CARES stipends .

Summary of the Early Childhood Education Workforce in San Francisco

Table 1B

Center Workforce Participants in Publicly Administered Settings 2007/2008

Job Title (Based on the CA Child Development Permit Matrix)	Publicly Administered													Workforce Participants w/o Add. Compensation ²	TOTAL Center WF Participants ³
	City College Child Develop.				SFUSD - Child Develop ¹				Head Start - SFSU				Total PA WF with Add. Comp.		
	CARES /PFA-D	PFA-D	CARES	None	CARES /PFA-D	PFA-D	CARES	None	CARES /PFA-D	PFA-D	CARES	None	CARES OR PFA-D		
Teacher Assistant				1	8	4	56	205			4	201	72	666	1079
Associate Teacher			4	13	2	1	9			7	-7	23			
Teacher	2		11	-7	8	34	17	182	4		6	-10	82	1393	1551
Master Teacher			1	-1	1	10	5		2		4	-6	23		
Site Supervisor	1		4	14	1		1	35		1	2	-3	10	210	260
Program Director				8					2	1	1	-4	4		
TOTAL STAFF	3	0	20	28	20	49	88	422	8	2	24	171	214	2269	2890
	23				157				34						

Highlight:
SF CARES and CCSF and SFSU data are inconsistent in some areas. These numbers suggest that a large percentage of the ECE workforce does not benefit from an incentive program: as high as 84%.

Summary of the Early Childhood Education Workforce in San Francisco

Table 2A

Workforce Summary by Sector 2007/2008 ⁴

	# Workforce Participants	% of Center WF
Publicly Administered	51	5.8%
SFUUSD - CD	0	0.0%
City College	51	5.8%
Head Start	0	0.0%
Not Publicly Administered	824	94.2%
CARES/WAGES+/PFA-D	0	0.0%
CARES/WAGES+	52	5.9%
CARES/PFA-D	231	26.4%
PFA-D/WAGES+	33	3.8%
CARES	26	3.0%
WAGES+	7	0.8%
PFA-D	5	0.6%
Workforce Participants w/o Add. Compensation ⁵	470	53.7%
TOTAL	875	100%

Comp. Initiative	Total WF (Non-Public Admin.)	% of WF (duplicate)
CARES	309	35.3%
WAGES+	92	10.5%
PFA-D	269	30.7%

Highlight:

23.6% of the center ECE workforce work in publicly administered programs.

Summary of the Early Childhood Education Workforce in San Francisco

Table 2B

Center Workforce Participants by Title 5 Center Status 2007/2008

Job Title (Based on the CA Child Development Permit Matrix)	Publicly Administered		Non-Publicly Administered				TOTAL Center WF Participants ³
	WF Participants	Est. # Employed in Title 5 Sites	WF Participants WITH At Least One Comp. Benefit	Est. # Employed in Title 5 Sites	Workforce Participants w/o Add. Compensation ²	Est. # Employed in Title 5 Sites	
Teacher Assistant	313	302	646	215	120	1	1079
Associate Teacher							
Teacher	322	311	558	186	671	5	1551
Master Teacher							
Site Supervisor	47	45	160	53	53	1	260
Program Director							
TOTAL STAFF	682	658	1364	454	844	7	2890

Workforce totals derived from Workforce Study. See Footnote 3.

Estimated Classroom Staff Working in Title 5 Centers = 1119, representing 38.7% of ECE workforce.

Highlight:

98.5% Title 5 Centers that are not Non-Publicly Administered, have classroom staff that receive at least one form of compensation benefit (SF CARES/WAGES+/PFA-D).

20.90% of ECE workforce participants are employed in Non-Publicly Administered Title 5 funded centers.

Summary of the Early Childhood Education Workforce in San Francisco

Table 2C

Revised

Example Annual Wages, by Sector

	SFUSD-CD				Head Start		Privately Operated			Title 5 Non-Profit		Family Child Care	
	Certificated Teacher		Para-Prof. (30 hrs./wk.)		Teacher		Teacher (FT 2080)			Teacher (FT 2080: not HS)		FCC Teacher Assistant (29 hrs) (Low=0 Units, High=Teach. w/ 16)	
	Low	High	Low	High	Low	High	Low	Mid	High	Low	High	Low	High
Base pay	41,000	70,000	21,840	26,520	38,126	41,163	15,579	36,338	98,363	18,408	22,318	11,687	11,687
WAGES+										7,072	5,970	2,941	8,671
Additional Center Funding										0	8,403	0	0
	41,000	70,000	21,840	26,520	38,126	41,163	15,579	36,338	98,363	25,480	36,691	14,628	20,358
CARES stipend (ex. stipends)	5,000	5,000	5,000	5,000	1,500	1,500	4,000	4,000	4,000	1,500	4,000	0	1,500
PFA stipend (av. stipend)	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000		5,000	0	0
Total Pay	51,000	80,000	31,840	36,520	44,626	47,663	24,579	45,338	107,363	26,980	45,691	14,628	21,858

Summary of the Early Childhood Education Workforce in San Francisco

Table 3

Family Child Care Workforce Summary - 2007/2008

Role in Family Child Care	CARES/ WAGES+ FCC /PFA-D	CARES/ WAGES+ FCC	CARES/ PFA-D	PFA-D/ WAGES+ FCC	CARES Only	WAGES+ FCC Only	PFA-D Only	Workforce Participants w/o Add. Compensation ⁵	Total FCC Workforce Participants ³
FCC Owner	1	74	1	0	58	115	0	460	709
FCC Teacher Assistant ⁶	0	12	0	0	23	94	0	318	447
TOTAL STAFF	1	86	1	0	81	209	0	778	1156

Highlight:

An estimated 40% of the ECE workforce work in family child care (FCC) homes.

67% (778/1,156) of FCC workforce participants receive no additional compensation.

Summary of the Early Childhood Education Workforce in San Francisco

Table 4

Revised

Workforce Hourly WAGES 2007/2008

Job Title <i>(Based on the CA Child Development Permit Matrix)</i>	Publicly Administered						Non-PA Recipients of Workforce Compensation Initiatives					
	SFUSD K-12	SFUSD - Child DP		City College ⁷	Head Start - SFSU ⁹		WAGES+ Aug. Staff			CARES Only Recipients ¹⁰		
		Certificated	Para-Professional		Low	High	Low	Average	High	Low	Average	High
As a % Percent of the Total Workforce ⁸		0.0%		5.8%	0.0%		10.5%			35.3%		
Aide/Assistant					\$ 11.73	\$ 11.73	\$ 9.80	\$ 10.96	\$ 14.36			
Teacher Assistant		\$13 - \$22	\$14 - \$17	\$ 16.95	\$ 11.84	\$ 12.54	\$ 9.80	\$ 10.96	\$ 14.36	\$ 9.14	\$ 12.43	\$ 31.18
Associate Teacher				\$ 16.95	\$ 14.11	\$ 15.85	\$ 12.25	\$ 13.52	\$ 20.55	\$ 9.08	\$ 13.11	\$ 26.76
Teacher without 16 G.E. Units							\$ 12.85	\$ 13.77	\$ 14.64			
Teacher				\$ 17.41			\$ 13.60	\$ 14.82	\$ 22.50	\$ 7.49	\$ 16.18	\$ 26.09
Teacher w/ AA		\$25 - \$37			\$ 18.33	\$ 18.33						
Teacher w/ BA	\$32-\$60	\$32 - \$51			\$ 19.79	\$ 19.79						
Teacher w/ MA					\$ 19.79	\$ 19.79						
Master Teacher		\$32 - \$60+					\$ 15.10	\$ 17.59	\$ 22.99	\$ 14.00	\$ 19.11	\$ 31.69
Master Teacher w/ AA					\$ 19.39	\$ 19.39						
Master Teacher w/ BA					\$ 20.85	\$ 20.85						
Master Teacher w/ MA					\$ 20.85	\$ 20.85						
Site Supervisor				\$ 20.16			\$ 18.10	\$ 19.84	\$ 26.00	\$ 10.00	\$ 19.09	\$ 28.35
Site Supervisor w/ BA					\$ 23.08	\$ 24.04						
Site Supervisor w/ MA					\$ 24.52	\$ 24.52						
Program Director				\$ 22.01						\$ 12.30	\$ 22.65	\$ 34.14
Other				\$ 59.01								

NOTE: The highest average hourly wage for an early care and education Teacher working in San Francisco is \$19.21 per hour, while Teacher Assistants averaged \$12.47 per hour, based on the California Early Care and Education Workforce Study: Licensed Child Care Centers and Family Child Care Providers, San Francisco County (August 2006).

9/15/08

Human Services Agency

Wu Yee Children's Services-SF CARES

Summary of the Early Childhood Education Workforce in San Francisco

Table 5

Center Workforce Hourly WAGES 2007/2008

Job Title (Based on the CA Child Development Permit Matrix)	Pub. Admin.		Recipients of Workforce Compensation Initiatives					
	Head Start - SFSU ⁹		WAGES+ Aug. Staff (except PD)			SF CARES Only Recipients ¹⁰		
	Low	High	Low	Average	High	Low	Average	High
As a % Percent of the Total Workforce ¹¹	0.0%		10.5%			35.3%		
Aide/Assistant	\$ 11.73	\$ 11.73	\$ 9.80	\$ 10.96	\$ 14.36			
Teacher Assistant	\$ 11.84	\$ 12.54	\$ 9.80	\$ 10.96	\$ 14.36	\$ 9.14	\$ 14.52	\$ 31.18
Associate Teacher	\$ 14.11	\$ 15.85	\$ 12.25	\$ 13.52	\$ 20.55	\$ 9.08	\$ 13.38	\$ 26.76
Teacher without 16 G.E. Units			\$ 12.85	\$ 13.77	\$ 14.64			
Teacher	\$ 18.33	\$ 19.79	\$ 13.60	\$ 14.82	\$ 22.50	\$ 7.49	\$ 17.47	\$ 47.29
Master Teacher	\$ 19.39	\$ 20.85	\$ 15.10	\$ 17.59	\$ 22.99	\$ 14.00	\$ 19.45	\$ 33.00
Site Supervisor	\$ 23.08	\$ 24.52	\$ 18.10	\$ 19.84	\$ 26.00	\$ 10.00	\$ 19.66	\$ 62.00
Program Director			\$ 9.00	\$ 23.43	\$ 40.38	\$ 12.30	\$ 22.77	\$ 34.14

NOTE: The highest average hourly wage for an early care and education Teacher working in San Francisco is \$19.21 per hour, while the highest paid Teacher Assistants averaged \$12.47 per hour, based on the California Early Care and Education Workforce Study: Licensed Child Care Centers and Family Child Care Providers, San Francisco County (August 2006).

Highlight:

SF CARES recipients' wages vary widely within job title.

Summary of the Early Childhood Education Workforce in San Francisco

Table 6

Center Workforce Annual WAGES by Data Source 2007/2008 (assuming 2080 hrs./yr. HS, W+)

REVISED

Job Title (Based on the CA Child Development Permit Matrix)	SFUSD K-12 ¹²	SFUSD - Child Development Program ¹³	City College	Head Start - SFSU ¹⁴	WAGES+
As a % Percent of the Total Workforce ¹⁵		0.0%	5.8%	0.0%	10.5%
Aide/Assistant				\$ 24,396	\$ 20,384
Teacher Assistant			\$ 35,256	\$ 25,362	\$ 22,048
Associate Teacher			\$ 35,256	\$ 31,158	\$ 25,480
Teacher without 16 G.E. Units					\$ 26,728
Teacher	\$41,000 - \$79,000	\$41,000 - \$70,000	\$ 36,213	\$ 38,136	\$ 28,662
Master Teacher				\$ 40,332	\$ 32,469
Site Supervisor			\$ 41,922	\$ 48,000	\$ 39,333
Program Director			\$ 45,781		

NOTE: The highest average hourly wage for an early care and education Teacher working in San Francisco is \$19.21 per hour, while the highest paid Teacher Assistants averaged \$12.47 per hour, based on the California Early Care and Education Workforce Study: Licensed Child Care Centers and Family Child Care Providers, San Francisco County (August 2006).

Figures represent ranges of wages or average annual wage within range for job titles.

Highlight:

A significant portion of the ECE workforce earn wages at a level qualifying them for child care subsidies. A family of three (3) with an annual income below \$43,536 is eligible for child care subsidies.

Summary of the Early Childhood Education Workforce in San Francisco

Table 7

Workforce Annual WAGES with Degree Attainment 2007/2008 (assuming 2080 hrs./yr. HS, W+)

REVISED

Job Title and Degree Attainment	SFUSD K-12 ¹⁷	SFUSD - Child Development Program ¹⁸	City College ¹⁹	Head Start - SFSU ²⁰	WAGES+
As a % Percent of the Total Workforce ²¹		0.0%	5.8%	0.0%	10.5%
Teacher					\$ 28,662
Teacher w/ Associates Degree				\$ 38,136	\$ 28,662
Teacher w/ Bachelors Degree	\$41,000-\$79,000	\$53,770	\$ 36,213	\$ 41,172	\$ 28,662
Teacher w/ Masters Degree	\$41,000-\$79,000			\$ 41,172	\$ 28,662
Master Teacher					\$ 32,469
Master Teacher w/ Associates Degree				\$ 40,332	\$ 32,469
Master Teacher w/ Bachelors Degree				\$ 43,368	\$ 32,469
Master Teacher w/ Masters Degree				\$ 43,368	\$ 32,469
Site Supervisor					\$ 39,333
Site Supervisor w/ Associates Degree					\$ 39,333
Site Supervisor w/ Bachelors Degree			\$ 41,922	\$ 48,000	\$ 39,333
Site Supervisor w/ Masters Degree				\$ 51,000	\$ 39,333

Figures represent ranges of wages or average annual wage within range for job titles.

Highlight:

Head Start Grantee (SFSU) provides higher wages to Teachers, Master Teachers, and Site Supervisors for degree attainment and ECE unit completion.

Summary of the Early Childhood Education Workforce in San Francisco

Table 8

Degree Attainment of Center Workforce 2007/2008

Job Category ²²	Degree Attainment of all Workforce Participants						
	# Center Workforce Participants	% Associate Degrees ²³	# Associate Degrees	% Bachelor Degrees or Higher ²⁴	# Bachelor Degrees or Higher	Total Degrees	% of Total Center Workforce with Degrees
Teacher Assistant	1079	18%	194	14%	151	345	32.0%
Teacher	1551	25%	388	50%	776	1163	75.0%
Site Supervisor	260	7%	18	88%	229	247	95.0%
TOTAL	2890		600		1156	1756	60.7%

Highlight:

40% of workforce participants have a Bachelor degree or higher.

Summary of the Early Childhood Education Workforce in San Francisco

Table 9

Degrees Attained - Summary of Staff at SFUSD-CD, City College, and HS 2007

Job Category ²²	Workforce Participants in SFUSD-CD, SFCC, HS	% Associate Degrees ²³	# AA Public Sector	% Bachelor Degrees and Higher ²⁴	# Bachelor Degrees and Higher	TOTAL Public Sector Degrees
Teacher Assistant	329	31%	102	12.7%	42	144
Teacher	284	23%	66	68.1%	193	259
Director	69	7%	5	88.0%	61	66
TOTAL	682		173		296	469

Highlight:

SFUSD-CD reported higher rates of Bachelor attainment of staff (68.1%) than average in Workforce Study (49.8 69% of staff in publicly administered centers have a degree.

Summary of the Early Childhood Education Workforce in San Francisco

Table 10

Degrees Attained by FCC Workforce 2007/2008

Job Title	Degree Attainment				Bachelor Degree or Higher	Total Degrees	% of FCC Staff with Degrees	TOTAL W+/SF CARES/PFA-D	Non W+/SF CARES Degree Attain.
	#	% AA	Associate Degree	% BA or Higher					
FCC Owners ²⁵	709	12%	85	19%	135	220	31.0%	42	178
FCC Teacher Assistant ²⁶	447	12%	54	19%	85	139	31.0%	9	130
TOTAL	1156		139		220	358	31.0%	51	307

Highlight:

31% of FCC owners have an Associate degree or higher; 19% have a Bachelors degree or higher.

Summary of the Early Childhood Education Workforce in San Francisco

Table 11

Capacity of Licensed Centers in San Francisco 2007/2008 ²¹

Licensed Center Data Source	# Lic. Centers	% Licensed Centers	Capacity	% Capacity
After-School Stand Alone Centers	34	11.4%	2,480	16.2%
Publicly Administered Centers	56	18.9%	4,237	27.7%
<i>SFUSD (21 in PFA)</i>	40	13.5%	3,683	24.1%
<i>SFCCD (0 in PFA)</i>	7	2.4%	255	1.7%
<i>Head Start Grantee (SFSU) (5 in PFA)</i>	9	3.0%	299	2.0%
Privately Administered Centers	207	69.7%	8,555	56.0%
PFA Only	2	0.7%	42	0.3%
WAGES+ Only	1	0.3%	19	0.1%
Centers w/ SF CARES Recipients (<i>not W+ or PFA</i>)	87	29.3%	4,036	26.4%
SF CARES recips/WAGES+	40	13.5%	1,403	9.2%
SF CARES recips/PFA	8	2.7%	607	4.0%
PFA/WAGES+/SF CARES recips	12	4.0%	661	4.3%
Centers not Part. In Comp. Initiatives	57	19.2%	1,787	11.7%
TOTAL LICENSED CENTER/CAPACITY	297	100.0%	15,272	100.0%

Highlight:

94% of the identified slots for infants are in privately administered centers.

Summary of the Early Childhood Education Workforce in San Francisco

Table 12

Est. Number of Centers without Additional Compensation with Lowest Wages 2007 (based on SF CARES/WAGES+/PFA data)

Distribution of Lic. Centers by City/County Program Funding	# Lic. Centers	# I.D. Centers w/ 1 > W+ Eligible Staff	% of Est. I.D. Low Wage Sites
Centers w/ SF CARES Recipients	75	22	29.3%
PFA Centers - not Publicly Administered/WAGES + WAGES+	7	0	0.0%
Centers not Part. In Comp. Initiatives - Not Publicly Admin.	60	60	100.0%
	48	28	57.7%
TOTAL Est. Centers with Low Wages (eligible for W+)	305	110	36.1%

Highlight:

An estimated 36.1% of licensed centers (110/305) (excluding publicly administered, After-School Stand Alone, and Head Start Delegate (115) centers) employ at least one teaching staff earning below a WAGES Plus wage floor.

Summary of the Early Childhood Education Workforce in San Francisco

Table 13

Centers/FCCs Funded by **Preschool for All** , FY 07-08

Sites by Type	# Participating Lic. Centers/FCCs	% of Total
Centers		
Publicly Administered	37	46.8%
<i>SFUSD</i>	23	29.1%
<i>SFCCD</i>	6	7.6%
<i>HS Grantee (SFSU)</i>	8	10.1%
Not Publicly Administered	37	46.8%
Without WAGES+	18	22.8%
With WAGES+	19	24.1%
Family Child Care		
PFA - FCC	5	6.3%
PFA/WAGES+ FCC	3	3.8%
TOTAL PFA FUNDED SITES FY 07-08	79	100.0%

Highlight:

66% of publicly administered programs received PFA funding;

18% of not publicly administered programs receive PFA.

Summary of the Early Childhood Education Workforce in San Francisco

Table 14

Revised

Title 5 Centers (2008), by sector

	# Centers	Capacity	% of Total
School Age Stand Alone	6		5.1%
Publicly Administered	47		39.8%
<i>SFUSD</i>	33		28.0%
<i>SFCCD</i>	7		5.9%
<i>HS Grantee (SFSU)</i>	7		5.9%
Not Publicly Administered	65		55.1%
PFA Centers - no WAGES+ or SF CARES	0		0.0%
SF CARES recipient centers, no WAGES+ or PFA	4		3.4%
WAGES+ - no SF CARES or PFA	0		0.0%
WAGES+/SF CARES recipient centers	43		36.4%
PFA Centers/WAGES+	1		0.8%
PFA/SF CARES recipient centers	3		2.5%
Centers participating in all 3 Comp. Initiatives	13		11.0%
Centers not Part. In Comp. Initiatives	1		0.8%
TOTAL Title 5 Centers	118		100.0%

Summary of the Early Childhood Education Workforce in San Francisco

FOOTNOTES:

- 1 Site Supervisor #s are estimated based on the number of independent sites operated by SFUSD.
- 2 Workforce Participants Uncategorized represents individuals working ECE programs not receiving funding through SFUSD, SFCC, HS, HSD, W+, or SFCARES.
- 3 Whitebook, M., Sakai, L., Kipnis, F., et al. (2006). *California Early Care and Education Workforce Study: Licensed Child Care Centers. San Francisco County 2006*. Berkeley, CA: Center for the Study of Child Care Employment, and San Francisco, CA: California Child Care Resource and Referral Network. Study estimated 3692 early care and education workforce participants; including FCCs and FCC Teacher Assistants. Adjusted workforce participant numbers based on the methodology described in Appendix B.
- 4 Data reported by programs.
- 5 Workforce Participants Uncategorized represents individuals working ECE programs not receiving funding through SFUSD, SFCC, HS, HSD, W+, or SFCARES.
- 6 FCC Teacher Assistants estimate derived from ratio of Teacher Assistants to FCC Owners based on data in the 2006 California Early Care and Education Workforce Study: Licensed Child Care Centers and Family Child Care Providers, San Francisco (August 2006). Ratio applied to updated number of licensed FCCs in San Francisco (709)
- 7 Professorial level staff in Other category - approximate hourly equivalent.
- 8 WAGES Plus/SF CARES dual participants are not listed; comprising 9.4% of the center workforce. Combined WAGES Plus and SF CARES recipients represent 39% of the center early care and education workforce. Additionally, 34.2% of the early care and education workforce do not receive public subsidies
- 9 Range in wages within position based on SF Head Start Survey dated 6/08 based on 2080 hours per year, as submitted by SFHS staff.
- 10 Does not include staff from SFUSD, SFCC, HS, or HSD programs.
- 11 WAGES Plus/SF CARES dual participants are not listed; comprising 9.4% of the center workforce. Combined WAGES Plus and SF CARES recipients represent 39% of the center early care and education workforce. Additionally, 34.2% of the early care and education workforce do not receive public subsidies
- 12 SFUSD data based on full time teacher salary range; not 2080 hours per year.
- 14 SFUSD - CD data based on average salary of full-time teachers; not 2080 hours per year.
- 15 Head Start reported that part-day part-year staff sought additional hours in full-day full-year programs therefore tended to work 2080 hours per year.
- 11 WAGES Plus/SF CARES dual participants are not listed; comprising 9.4% of the center workforce. Combined WAGES Plus and SF CARES recipients represent 39% of the center early care and education workforce. Additionally, 34.2% of the early care and education workforce do not receive public subsidies
- 17 SFUSD data based on full time teacher salary range; not 2080 hours per year.
- 18 SFUSD - CD data based on average salary of full-time teachers; not 2080 hours per year.
- 19 Professorial level staff - approximate hourly equivalent of \$59.01 per hour.
- 20 Head Start reported that part-day part-year staff sought additional hours in full-day full-year programs therefore tended to work 2080 hours per year.
- 21 Data from Geo Map.
- 22 Job categories are collapsed based on SF Workforce Study: Teacher Assistant = Teacher Assistant and Associate Teacher, Teacher = Teacher + Master Teacher, Director = Site Supervisor + Program Director. Estimated number of workforce participants per Job Title is based on the proportion referenced in the the SF Workforce Study
- 23 Percentages derived from SFUSD-CD survey of staff degree attainment for teaching staff.
- 24 Percentages derived from SFUSD-CD survey of staff degree attainment for teaching staff; Director degree attainment rate from SF Workforce Study.
- 25 Percentage of degree attainment for FCC Providers based on Workforce # and CA ECE Workforce Study degree attainment rates.
- 26 Workforce study did not specify rate of degree attainment by Teacher Assistants working for FCC Providers versus Centers. Assumption in this table is that Teacher Assistants in FCCs in SF do not have higher levels of degree attainment than FCC Providers.