



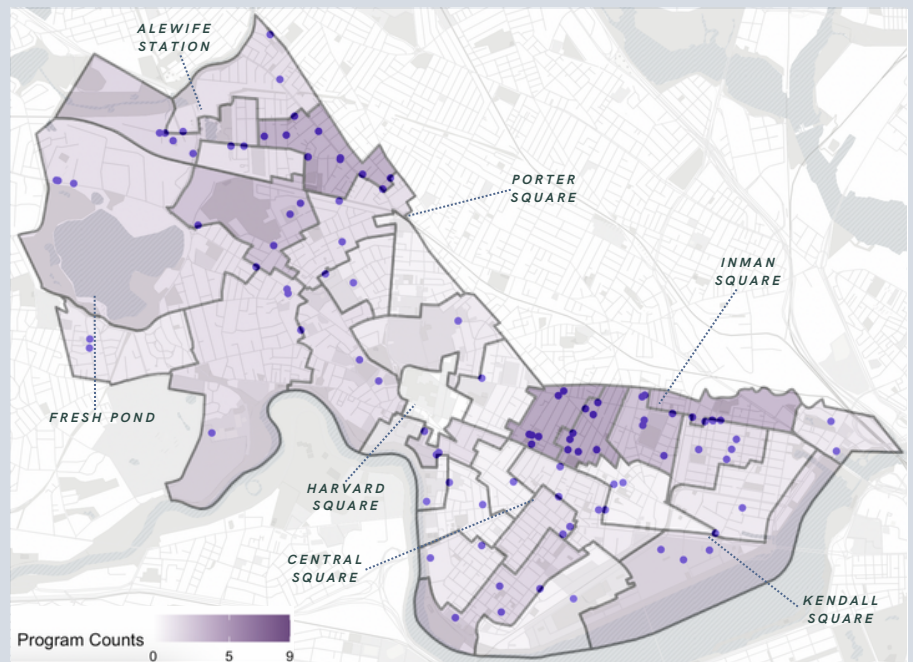
THE CAMBRIDGE EARLY CHILDHOOD PULSE SURVEY: PROGRAMS AND PROVIDERS

In Spring 2022, all early educators working with children in group-based early education settings were invited to participate in the Cambridge Early Childhood Pulse Survey. This brief documents some of our preliminary findings about the early education workforce in Cambridge.

ELIGIBLE PROGRAMS

We identified 114 early education programs across the city for children birth through age five. For the purposes of this brief, we call these early education settings "group-based" because they all serve children in programs that are licensed through the Department of Early Education and Care (EEC) or are early education classrooms embedded in larger elementary school programs. They represent formal early care and education settings not served by family, friend, or neighbor care.

The 114 early care and education settings that were eligible to participate in the Pulse Survey are represented in this map by blue dots, organized within voter district zones. They are a subset of the larger community of early care and education settings in the City of Cambridge. Our survey focused on group-based, formal settings, though we know families are also served by family, friend, and neighbor care. For additional information about how we defined the sample included in our survey, please see Brief 1.



**GROUP-BASED EARLY CARE AND EDUCATION
PROGRAMS IN CAMBRIDGE BY VOTER DISTRICT**

We organized these 114 programs into the following categories based on several key characteristics:

PUBLIC SCHOOL PREKINDERGARTEN

Refers to Public School or Department of Human Services programs; eligible to residents of Cambridge, slots determined via lottery.

PREDOMINANTLY SUBSIDIZED

Refers to programs that are focused primarily on supporting low-income families and provide subsidized slots to children; eligibility based on income requirements.

CENTER-BASED: NETWORK

Refers to all private programs, both for- and non-profit, that have more than one location (either in or outside of Cambridge.)

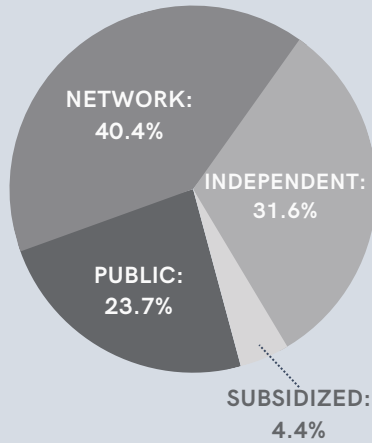
CENTER-BASED: INDEPENDENT

Refers to all private programs, both for- and non-profit, that have just one location.



The Pulse Survey was open for just over two months and yielded responses from 70% of the 114 programs.

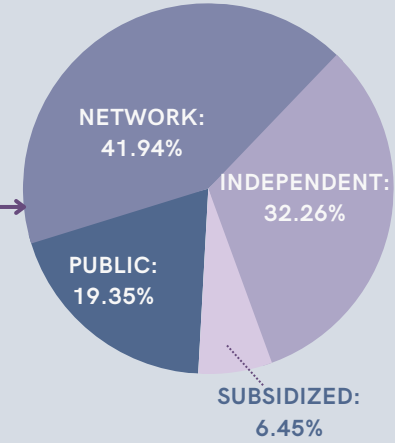
ALL 114 PROGRAMS,
BROKEN DOWN BY
PROGRAM TYPE



70% OF PROGRAMS
RESPONDED



ALL 70% OF RESPONDING
PROGRAMS, BROKEN DOWN
BY PROGRAM TYPE



As illustrated in the charts above, the the distribution of program types from survey respondents is representative of the distribution of eligible program types throughout the city.

WHAT DID WE LEARN ABOUT
RESPONDING PROGRAMS?

58%

operate on a full-year
calendar



49%

serve infants
(less than 15 months)



68%

serve toddlers
(15-36 months)



92%

serve preschoolers
(3- and 4-year-olds)



WHAT DID WE LEARN ABOUT EARLY
EDUCATORS IN GROUP-BASED SETTINGS?

94% identify as female.

77% identify as White; 17% as Black or African
American; 7% as Asian**

14% identify as Hispanic, Latine/x, or of Spanish
origin

Their average age was 41 years (with a minimum of
20 and a maximum of 75)

The majority of respondents within each program type-
Independent, Network, Subsidized, and Public- were
teachers. Of the full group of respondents:

76% work directly with children in roles such as
teacher, lead teacher, assistant teacher, and
paraprofessional

13% support those working directly with children
in roles including coach, staff coordinator, or
program director

5% are owners/operators of their program

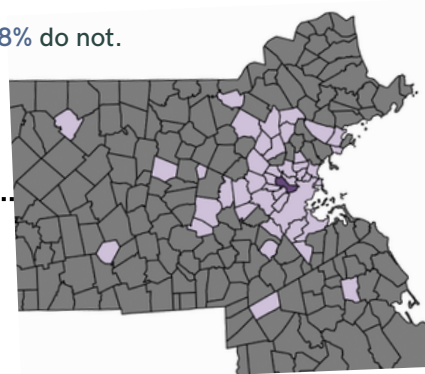
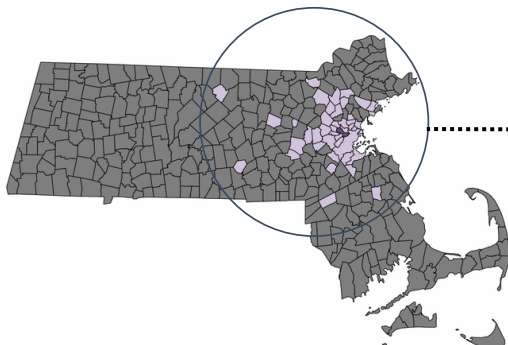
* "Other" represents respondents who did not identify which program they belong to when filling out the Pulse Survey.

** A small percentage of respondents identify as American Indian or Alaskan Native. Respondents were allowed to make more than one choice, therefore percentages do not add to 100.



WHERE DO CAMBRIDGE'S EARLY EDUCATORS LIVE?

22% live in the City of Cambridge, while 88% do not.



The majority of respondents live in towns or cities that have lower average income per capita than Cambridge. Said another way, most early educators who work in Cambridge live in places with a lower cost of living than Cambridge.

WHAT ARE THEIR QUALIFICATIONS?



SCHOOLING

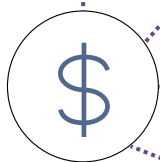
- 8% hold a Vocational/Technical or Associates degree
- 31% hold a Bachelor's degree
- 35% hold a Master's degree

ADDITIONAL CERTIFICATIONS

- 75% hold a certificate from the Department of Early Education and Care
- 14% hold a certificate in Special Education
- 10% hold a certificate in bilingual education

HOW MUCH DO THEY EARN?

The median annual household income range of survey respondents is \$50,000-75,000. The majority of respondents report having more than one adult contributing to household income.



63% of respondents are salaried at their programs.

The average salary range for administrators is \$50,000-75,000, while that of teachers is \$40,000-50,000.

The average hourly rate for non-salaried teachers is \$22.00-24.00, and that of those not working directly with children is \$24.00-26.00.

15% of respondents report holding a second job in addition to their work as an early educator

35% of respondents report having children under the age of 18 living with them.

These numbers should be understood relative to local economic conditions. While the average salary ranges noted above are higher than the national average for early educators (which was \$24,000 - \$30,000 per year in 2019 according to [The Center for the Study of Child Care Employment](#)), the median household income in Cambridge is \$112,000 according to the most recent census data, and a living wage for a two-income household with one child in Cambridge is \$38.69/hr according to the [Living Wage Calculator](#). When situated in context, wages for early educators working in Cambridge are low.