

Director Interview- Program Profile

My Story

What motivates you to work in Early Childhood Education (ECE)?

What brings you joy when you are working with children?

What is your program's greatest accomplishment this year?

What is one goal you hope to accomplish in the next year?

What are your long-term professional development goals?

Child Outcome

What developmental screening do you use? (Check all that apply)

- a. Ages and Stages Questionnaire (ASQ)
- b. CDC
- c. Denver II
- d. Developmental Indicators for the Assessment of Learning (DIAL)
- e. None
- f. Other (Comment box)

How do you track if children are reaching developmental milestones? (Check all that apply)

- a. Formal Assessments (Purchased assessments or Aligned assessments)
- b. Informal Assessments (Portfolios, Work Samples, Anecdotal Notes, Pictures, Checklists or Self-made assessments)
- c. Developmental milestones are not formally tracked
- d. Other (Comment box)

How are you supporting positive child outcomes in your program? (Check all that apply)

- a. Developmental screenings
- b. Talking with families about developmental concerns
- c. Ongoing assessments
- d. Observation and documentation
- e. Planning activities for individual children's needs
- f. Family partnership to support children's individual needs
- g. None

Please select all the items you would like additional support with. (Check all that apply)

- a. Developmental screenings
- b. Talking with families about developmental concerns
- c. Ongoing assessments
- d. Observation and documentation
- e. Planning activities for individual children's needs
- f. Family partnership to support children's individual needs
- g. None

Do you have children enrolled in your program with an identified disability?

What would you like support around working with a child with an identified disability? (Check all that apply)

- a. Talking with parents
- b. Peer support
- c. Adapting the environment
- d. Adapting the schedule or routines
- e. N/A

Interactions and Curriculum

What curriculum is used by your program? (Check all that apply.)

- a. Butterflies and Buttercups
- b. Creative Curriculum
- c. Emergent Curriculum (self-made curriculum)
- d. High Scope
- e. Montessori
- f. Mother Goose
- g. No curriculum is used
- h. Other (Comment box)

Which of the following do you do to lead your staff in professional development on-site? (Check all that apply)

- a. I do not supervise staff
- b. Coaching/Mentor
- c. Conduct observations
- d. Encourage reflection
- e. Team building
- f. Support staff goals
- g. None
- h. Other (Comment box)

Which of the following do you do to prevent suspension or expulsion of a child? (Check all that apply)

- a. Writing program policies
- b. Work with families to develop behavior support plans
- c. Provide training for staff to promote social and emotional growth
- d. Access to mental health consultation
- e. Connecting with community resources
- f. None of the above
- g. Other (Comment box)

Please select the items you would like additional support with to prevent suspension or expulsion of a child. (Check all that apply)

- a. Writing program policies
- b. Work with families to develop behavior support plans
- c. Provide training for staff to promote social and emotional growth
- d. Access to mental health consultation
- e. Connecting with community resources
- f. None of the above

Family Engagement

How do you set up welcoming environments for families (Including but not limited to LGBTQIA+ children and families, families of different cultures/religions/races, families whose home language is different than your own)?

Share how you promote equity by making sure every child and adult in your program gets what they need to be successful, even if some appear to get more. For example, one child may need more practice to learn a skill before moving on to the next skill and gets that individual support rather than having to move forward with the rest of the class.

Do you have Anti-racist policies in place? (Anti-racist means the “active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.”)

Family Engagement (continued)

What methods and/or materials are used to promote acceptance of diversity in your program?

What transition supports do you have in place for children and families? (Check all that apply)

- a. Classroom to classroom
- b. Entering program
- c. Leaving program
- d. Kindergarten
- e. None
- f. Other

Do you assist families who may need community resources?

Please select all the items you would like additional support with. (Check all that apply)

- a. Including Anti-racist policies
- b. Promoting acceptance of diversity in your program
- c. Supporting families during transitions
- d. Creating welcoming environments
- e. Including home language and culture
- f. Promoting equity
- g. Connecting to community resources
- h. None

Professional Development

What type of professional development trainings would you like to attend? (Check all that apply)

- a. Anti-Bias
- b. COVID-19 routines
- c. Curriculum
- d. Diversity and/or Equity
- e. Improving childcare environment
- f. Improving child interactions
- g. Mental health & Well-being
- h. Positive behavior supports
- i. Program finances
- j. Program leadership
- k. Quality business practices
- l. Supporting school-age children
- m. Trauma awareness
- n. None of the above

Which of the following business practices would you like support in? (Check all that apply)

- a. Full enrollment
- b. Bulk purchasing
- c. Payroll
- d. Health benefits
- e. Automated billing
- f. None of the above

What support do you hope to receive from this process to help your program grow and improve? (Check all that apply)

- a. Additional coaching for classrooms
- b. Improve teacher-child interactions
- c. New professional development ideas for staff
- d. Strengthen family partnerships
- e. Business practices
- f. None of the above

Comments

Do you need help supporting families with their children's online learning?

Do you have any additional comments?

Optional

What race(s) do you consider yourself? (Check all that apply)

- a. Black or African American
- b. White
- c. Asian
- d. American Indian
- e. Alaska Native
- f. Native Hawaiian or other Pacific Islander
- g. Prefer not to answer
- h. Other (comment box)

Are you Hispanic or Latino?

What is your home language? (Home language: The language spoken at home. It is sometimes called the first, native or primary language.)

- a. Arabic
- b. English
- c. Farsi
- d. Russian
- e. Somali
- f. Spanish
- g. Mandarin
- h. Cantonese
- i. Vietnamese
- j. Other (Comment box)

How do you feel about the changes in Early Achievers?

Do you have any comments or suggestions about the interview?

Please share your ideas with us.