

2016 Child Care and Education Characteristics: Structural Indicators

Comparison Across Early Learning Hubs by Type of Care

Oregon has been capturing data on structural indicators of quality since 2006. Researchers distinguish between two types of quality measures: process quality and structural quality. Measurement of process quality requires extensive data collection so one can assess the relationship between teachers and children and their parents. Structural quality requires measurement of characteristics such as teacher education and training, teacher retention, teacher wages. Research has found structural and process quality closely related and associated with child outcomes. Researchers think that having structural quality in place enables a program to have process quality but it is process quality that we think affects child outcomes. For example, teacher education has been found to be associated with more responsive caregiving. It is the responsive caregiving that improves child outcomes.

Measurement of structural indicators takes fewer resources with little to no burden on programs. Thus, Oregon measures structural indicators of quality for all regulated child care and education programs annually. Findings are reported at the levels of the State and Early Learning Hubs (collections of counties).

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2016 Child Care and Education Characteristics: Comparison Across Early Learning Hubs Certified Center

	Number of facilities	Percent of facilities with a director with Registry Step 8 or higher	Percent of facilities with 50% of teachers with Registry Step 7 or higher	Percent of facilities with 50% of aide IIs with Registry Step 3 or higher	Percent of facilities with director with a degree (Associates, Bachelors, or Higher)	Percent of facilities with 50% of teachers with a degree	Percent of facilities with 50% of aide IIs with a degree	Percent of facilities with 75% of directors, teachers, and aide IIs with 18 or more training hours	Median Low and High Teacher Wage	Percent of facilities that offer Medical (health, dental, and/or vision) benefits	Percent of facilities that offer Other benefits	In average center, --% of teachers were at their center for more than one year	Percent of facilities that are nationally accredited
Oregon	1154	48% 550 of 1154	46% 535 of 1154	17% 194 of 1154	53% 614 of 1154	50% 573 of 1154	10% 112 of 1154	43% 498 of 1154	11.00 - 15.61	64% 638 of 992	91% 901 of 992	75%	4%
Blue Mountain Early Learning Hub	32	56% 18 of 32	72% 23 of 32	31% 10 of 32	59% 19 of 32	72% 23 of 32	3% 1 of 32	69% 22 of 32	11.60 - 20.60	74% 17 of 23	96% 22 of 23	87%	0%
Clackamas Early Learning Hub	102	47% 48 of 102	36% 37 of 102	10% 10 of 102	58% 59 of 102	52% 53 of 102	12% 12 of 102	34% 35 of 102	11.28 - 15.50	64% 57 of 89	85% 76 of 89	75%	7%
Early Learning Hub of Central Oregon	58	55% 32 of 58	55% 32 of 58	16% 9 of 58	57% 33 of 58	48% 28 of 58	5% 3 of 58	40% 23 of 58	11.96 - 16.03	42% 22 of 52	94% 49 of 52	78%	3%
Early Learning Hub of Linn, Benton & Lincoln Counties	65	54% 35 of 65	55% 36 of 65	23% 15 of 65	55% 36 of 65	57% 37 of 65	14% 9 of 65	48% 31 of 65	10.75 - 14.00	63% 37 of 59	88% 52 of 59	73%	9%
Early Learning Multnomah	294	43% 127 of 294	42% 123 of 294	14% 40 of 294	56% 164 of 294	54% 160 of 294	17% 50 of 294	42% 123 of 294	11.63 - 16.00	78% 201 of 258	92% 238 of 258	73%	5%
Early Learning Washington County	185	40% 74 of 185	31% 58 of 185	10% 19 of 185	49% 91 of 185	41% 75 of 185	6% 11 of 185	37% 69 of 185	11.00 - 16.00	65% 97 of 149	89% 133 of 149	73%	8%
Eastern Oregon Community Based Services Hub	11	82% 9 of 11	100% 11 of 11	27% 3 of 11	91% 10 of 11	64% 7 of 11	18% 2 of 11	73% 8 of 11	11.40 - 15.19	78% 7 of 9	89% 8 of 9	100%	0%
Four Rivers Early Learning Hub	29	52% 15 of 29	59% 17 of 29	31% 9 of 29	45% 13 of 29	34% 10 of 29	7% 2 of 29	48% 14 of 29	11.06 - 17.08	57% 12 of 21	81% 17 of 21	100%	0%
Frontier Early Learning Hub*	3	---	---	---	---	---	---	---	---	---	---	---	---
Lane Early Learning Alliance	107	51% 55 of 107	51% 55 of 107	12% 13 of 107	50% 53 of 107	50% 53 of 107	5% 5 of 107	45% 48 of 107	10.34 - 15.00	51% 46 of 90	97% 87 of 90	75%	3%
Marion & Polk Early Learning Hub, Inc.	100	40% 40 of 100	38% 38 of 100	18% 18 of 100	47% 47 of 100	42% 42 of 100	2% 2 of 100	33% 33 of 100	10.50 - 17.58	66% 60 of 91	90% 82 of 91	67%	0%
Northwest Regional Early Learning Hub	21	52% 11 of 21	48% 10 of 21	19% 4 of 21	48% 10 of 21	33% 7 of 21	14% 3 of 21	33% 7 of 21	10.00 - 13.69	33% 6 of 18	83% 15 of 18	67%	0%
South Coast Regional Early Learning Hub	14	64% 9 of 14	71% 10 of 14	14% 2 of 14	43% 6 of 14	43% 6 of 14	0% 0 of 14	79% 11 of 14	10.00 - 16.74	38% 5 of 13	92% 12 of 13	100%	7%
South-Central Early Learning Hub	36	69% 25 of 36	72% 26 of 36	19% 7 of 36	64% 23 of 36	53% 19 of 36	6% 2 of 36	67% 24 of 36	10.70 - 15.14	65% 20 of 31	97% 30 of 31	78%	3%
Southern Oregon Early Learning Hub	76	53% 40 of 76	58% 44 of 76	41% 31 of 76	47% 36 of 76	47% 36 of 76	13% 10 of 76	49% 37 of 76	10.75 - 15.10	56% 37 of 66	89% 59 of 66	78%	0%
Yamhill Early Learning Hub	21	43% 9 of 21	62% 13 of 21	19% 4 of 21	52% 11 of 21	67% 14 of 21	0% 0 of 21	52% 11 of 21	10.75 - 14.25	60% 12 of 20	90% 18 of 20	81%	0%

*Characteristics not reported due to the small number of facilities in the region

2016 Child Care and Education Characteristics: Comparison Across Early Learning Hubs

Certified Family

	Number of facilities	Percent of facilities with a provider with Registry Step 7.5 or higher	Percent of facilities with 50% of assistant IIs with Registry Step 7 or higher	Percent of facilities with a provider with a degree (Associates, Bachelors, or Higher)	Percent of facilities with 50% of assistant IIs with a degree	Percent of facilities with 75% of provider and assistant IIs with 18 or more training hours	Median Number of Years Providing Care (Retention)	Range for Number of Years Providing Care	In the average CF facility, --% of Assistant IIs were at the facility for more than one year	Percent of facilities that are nationally accredited
Oregon	614	47% 86 of 614	29% 78 of 614	34% 08 of 614	18% 10 of 614	49% 98 of 614	5.0	1 - 30 years	93%	1%
Blue Mountain Early Learning Hub	9	78% 7 of 9	44% 4 of 9	56% 5 of 9	11% 1 of 9	56% 5 of 9	5.6	1 - 24 years	67%	0%
Clackamas Early Learning Hub	33	52% 17 of 33	27% 9 of 33	36% 12 of 33	21% 7 of 33	36% 12 of 33	3.0	1 - 26 years	100%	0%
Early Learning Hub of Central Oregon	32	47% 15 of 32	16% 5 of 32	31% 10 of 32	9% 3 of 32	56% 18 of 32	7.4	1 - 17 years	100%	0%
Early Learning Hub of Linn, Benton & Lincoln Counties	14	36% 5 of 14	29% 4 of 14	21% 3 of 14	29% 4 of 14	43% 6 of 14	4.6	1 - 23 years	100%	0%
Early Learning Multnomah	154	50% 77 of 154	36% 56 of 154	52% 80 of 154	32% 50 of 154	43% 66 of 154	4.0	1 - 30 years	60%	0%
Early Learning Washington County	134	40% 54 of 134	26% 35 of 134	34% 45 of 134	12% 16 of 134	46% 62 of 134	6.0	1 - 24 years	67%	6%
Eastern Oregon Community Based Services Hub	7	57% 4 of 7	14% 1 of 7	43% 3 of 7	0% 0 of 7	71% 5 of 7	7.8	1 - 27 years	50%	0%
Four Rivers Early Learning Hub	17	53% 9 of 17	47% 8 of 17	24% 4 of 17	12% 2 of 17	41% 7 of 17	4.0	1 - 22 years	100%	0%
Frontier Early Learning Hub*	0	---	---	---	---	---	---	---	---	---
Lane Early Learning Alliance	56	61% 34 of 56	34% 19 of 56	32% 18 of 56	23% 13 of 56	54% 30 of 56	6.0	1 - 29 years	100%	0%
Marion & Polk Early Learning Hub, Inc.	76	34% 26 of 76	21% 16 of 76	13% 10 of 76	9% 7 of 76	54% 41 of 76	6.0	1 - 19 years	100%	0%
Northwest Regional Early Learning Hub*	4	---	---	---	---	---	---	---	---	---
South Coast Regional Early Learning Hub	9	11% 1 of 9	22% 2 of 9	11% 1 of 9	0% 0 of 9	89% 8 of 9	9.8	2 - 24 years	100%	0%
South-Central Early Learning Hub	7	100% 7 of 7	29% 2 of 7	43% 3 of 7	29% 2 of 7	86% 6 of 7	5.4	2 - 22 years	75%	0%
Southern Oregon Early Learning Hub	32	47% 15 of 32	22% 7 of 32	19% 6 of 32	3% 1 of 32	44% 14 of 32	6.0	1 - 27 years	100%	0%
Yamhill Early Learning Hub	30	43% 13 of 30	30% 9 of 30	23% 7 of 30	13% 4 of 30	50% 15 of 30	6.3	1 - 15 years	67%	0%

*Characteristics not reported due to the small number of facilities in the region

2016 Child Care and Education Characteristics: Comparison Across Early Learning Hubs
Registered Family

	Number of facilities	Percent of facilities with a provider with Registry Step 7.5 or higher	Percent of facilities with provider with a degree (Associates, Bachelors, or Higher)	Percent of facilities with provider having 18 or more training hours	Median Number of Years Providing Care (Retention)	Range for Number of Years Providing Care	Percent of facilities that are nationally accredited
Oregon	2115	12% 146 of 2115	12% 250 of 2115	25% 524 of 2115	8.0	0 - 36 years	0%
Blue Mountain Early Learning Hub	82	17% 14 of 82	12% 10 of 82	39% 32 of 82	6.8	0 - 25 years	0%
Clackamas Early Learning Hub	165	11% 18 of 165	15% 24 of 165	14% 23 of 165	9.7	0 - 34 years	0%
Early Learning Hub of Central Oregon	90	22% 20 of 90	14% 13 of 90	42% 38 of 90	6.7	0 - 23 years	0%
Early Learning Hub of Linn, Benton & Lincoln Counties	106	19% 20 of 106	14% 15 of 106	29% 31 of 106	9.0	0 - 33 years	0%
Early Learning Multnomah	570	5% 31 of 570	10% 56 of 570	16% 92 of 570	6.5	0 - 35 years	0%
Early Learning Washington County	302	7% 20 of 302	12% 35 of 302	21% 64 of 302	8.6	0 - 34 years	0%
Eastern Oregon Community Based Services Hub	34	21% 7 of 34	6% 2 of 34	50% 17 of 34	8.1	0 - 36 years	0%
Four Rivers Early Learning Hub	46	20% 9 of 46	15% 7 of 46	33% 15 of 46	7.7	2 - 29 years	0%
Frontier Early Learning Hub	3	---	---	---	---	---	---
Lane Early Learning Alliance	143	15% 22 of 143	15% 21 of 143	28% 40 of 143	10.1	0 - 30 years	0%
Marion & Polk Early Learning Hub, Inc.	248	13% 31 of 248	13% 31 of 248	30% 74 of 248	10.0	0 - 32 years	0%
Northwest Regional Early Learning Hub	50	8% 4 of 50	8% 4 of 50	28% 14 of 50	7.1	0 - 32 years	0%
South Coast Regional Early Learning Hub	32	9% 3 of 32	9% 3 of 32	38% 12 of 32	9.2	0 - 24 years	0%
South-Central Early Learning Hub	69	17% 12 of 69	9% 6 of 69	26% 18 of 69	9.3	0 - 28 years	0%
Southern Oregon Early Learning Hub	132	17% 23 of 132	11% 15 of 132	32% 42 of 132	8.3	0 - 35 years	0%
Yamhill Early Learning Hub	43	28% 12 of 43	19% 8 of 43	26% 11 of 43	13.2	0 - 26 years	0%

*Characteristics not reported due to the small number of facilities in the region

Structural Indicators 2016

Certified Center

State and
Early Learning Hub Profiles

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	48%	[550 of 1154]
Director has a Step 9 or higher, and 30 hours of Program Management*	32%	[373 of 1154]
Director has a Step 10 or higher, and 60 hours of Program Management*	20%	[234 of 1154]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	46%	[535 of 1154]
50% of teachers have Step 8 or higher	33%	[382 of 1154]
50% of teachers have Step 9 or higher	27%	[312 of 1154]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	17%	[194 of 1154]
50% of aide IIs have Step 8 or higher	14%	[167 of 1154]
50% of aide IIs have Step 9 or higher	12%	[138 of 1154]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	53%	[614 of 1154]
50% of teachers have a degree	50%	[573 of 1154]
50% of aide IIs have a degree	10%	[112 of 1154]

Percentages based on those for whom education data was available.

Accreditation

4% of facilities are nationally accredited [50 of 1154]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	43%	[498 of 1154]
75% with 20 or more hours of training	35%	[409 of 1154]
75% with 24 or more hours of training	25%	[284 of 1154]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

3.35 average number of benefits offered										
Health/Medical Benefits	64%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>8%</td></tr><tr><td>2 benefits</td><td>13%</td></tr><tr><td>3 or more benefits</td><td>72%</td></tr><tr><td>No benefits</td><td>7%</td></tr></table>	1 benefit	8%	2 benefits	13%	3 or more benefits	72%	No benefits	7%
1 benefit	8%									
2 benefits	13%									
3 or more benefits	72%									
No benefits	7%									
Medical Insurance	60%									
Dental Insurance	54%									
Vision Insurance	45%									
Supplemental Insurance	12%									
Paid Time Off	74%									
Retirement Options	49%									
Training/Education	71%									
Free/Reduced Child Care	54%									
Professional Membership	26%									

Benefit information reported by 992 (86%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	11.00 - 15.61
Wage Range	8.09 - 50.00

Wage information reported by 947 (82%) facilities

Retention

In the average center, **75%** of teachers were at their center for more than one year

At a workforce level, **72%** of teachers in this region were at their center for more than one year [5668 of 7843]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	56%	[18 of 32]
Director has a Step 9 or higher, and 30 hours of Program Management*	31%	[10 of 32]
Director has a Step 10 or higher, and 60 hours of Program Management*	13%	[4 of 32]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	72%	[23 of 32]
50% of teachers have Step 8 or higher	69%	[22 of 32]
50% of teachers have Step 9 or higher	63%	[20 of 32]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	31%	[10 of 32]
50% of aide IIs have Step 8 or higher	25%	[8 of 32]
50% of aide IIs have Step 9 or higher	13%	[4 of 32]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	59%	[19 of 32]
50% of teachers have a degree	72%	[23 of 32]
50% of aide IIs have a degree	3%	[1 of 32]

Percentages based on those for whom education data was available.

Accreditation

0% of facilities are nationally accredited [0 of 32]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	69%	[22 of 32]
75% with 20 or more hours of training	66%	[21 of 32]
75% with 24 or more hours of training	53%	[17 of 32]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

3.61 average number of benefits offered										
Health/Medical Benefits	74%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>4%</td></tr><tr><td>2 benefits</td><td>9%</td></tr><tr><td>3 or more benefits</td><td>83%</td></tr><tr><td>No benefits</td><td>4%</td></tr></table>	1 benefit	4%	2 benefits	9%	3 or more benefits	83%	No benefits	4%
1 benefit	4%									
2 benefits	9%									
3 or more benefits	83%									
No benefits	4%									
Medical Insurance	74%									
Dental Insurance	74%									
Vision Insurance	74%									
Supplemental Insurance	17%									
Paid Time Off	91%									
Retirement Options	74%									
Training/Education	87%									
Free/Reduced Child Care	30%									
Professional Membership	4%									

Benefit information reported by 23 (72%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	11.60 - 20.60
Wage Range	9.35 - 24.38

Wage information reported by 22 (69%) facilities

Retention

In the average center, **87%** of teachers were at their center for more than one year

At a workforce level, **83%** of teachers in this region were at their center for more than one year [148 of 178]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	47%	[48 of 102]
Director has a Step 9 or higher, and 30 hours of Program Management*	29%	[30 of 102]
Director has a Step 10 or higher, and 60 hours of Program Management*	20%	[20 of 102]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	36%	[37 of 102]
50% of teachers have Step 8 or higher	27%	[28 of 102]
50% of teachers have Step 9 or higher	25%	[25 of 102]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	10%	[10 of 102]
50% of aide IIs have Step 8 or higher	9%	[9 of 102]
50% of aide IIs have Step 9 or higher	8%	[8 of 102]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	58%	[59 of 102]
50% of teachers have a degree	52%	[53 of 102]
50% of aide IIs have a degree	12%	[12 of 102]

Percentages based on those for whom education data was available.

Accreditation

7% of facilities are nationally accredited [7 of 102]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	34%	[35 of 102]
75% with 20 or more hours of training	29%	[30 of 102]
75% with 24 or more hours of training	20%	[20 of 102]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

3.26 average number of benefits offered										
Health/Medical Benefits	64%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>11%</td></tr><tr><td>2 benefits</td><td>6%</td></tr><tr><td>3 or more benefits</td><td>72%</td></tr><tr><td>No benefits</td><td>11%</td></tr></table>	1 benefit	11%	2 benefits	6%	3 or more benefits	72%	No benefits	11%
1 benefit	11%									
2 benefits	6%									
3 or more benefits	72%									
No benefits	11%									
Medical Insurance	61%									
Dental Insurance	56%									
Vision Insurance	45%									
Supplemental Insurance	13%									
Paid Time Off	67%									
Retirement Options	52%									
Training/Education	71%									
Free/Reduced Child Care	55%									
Professional Membership	25%									

Benefit information reported by 89 (87%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	11.28 - 15.50
Wage Range	9.50 - 50.00

Wage information reported by 86 (84%) facilities

Retention

In the average center, **75%** of teachers were at their center for more than one year

At a workforce level, **73%** of teachers in this region were at their center for more than one year [513 of 699]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	55%	[32 of 58]
Director has a Step 9 or higher, and 30 hours of Program Management*	47%	[27 of 58]
Director has a Step 10 or higher, and 60 hours of Program Management*	31%	[18 of 58]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	55%	[32 of 58]
50% of teachers have Step 8 or higher	36%	[21 of 58]
50% of teachers have Step 9 or higher	33%	[19 of 58]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	16%	[9 of 58]
50% of aide IIs have Step 8 or higher	12%	[7 of 58]
50% of aide IIs have Step 9 or higher	7%	[4 of 58]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	57%	[33 of 58]
50% of teachers have a degree	48%	[28 of 58]
50% of aide IIs have a degree	5%	[3 of 58]

Percentages based on those for whom education data was available.

Accreditation

3% of facilities are nationally accredited [2 of 58]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	40%	[23 of 58]
75% with 20 or more hours of training	34%	[20 of 58]
75% with 24 or more hours of training	26%	[15 of 58]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

2.92 average number of benefits offered										
Health/Medical Benefits	42%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>17%</td></tr><tr><td>2 benefits</td><td>13%</td></tr><tr><td>3 or more benefits</td><td>63%</td></tr><tr><td>No benefits</td><td>6%</td></tr></table>	1 benefit	17%	2 benefits	13%	3 or more benefits	63%	No benefits	6%
1 benefit	17%									
2 benefits	13%									
3 or more benefits	63%									
No benefits	6%									
Medical Insurance	42%									
Dental Insurance	35%									
Vision Insurance	35%									
Supplemental Insurance	4%									
Paid Time Off	77%									
Retirement Options	35%									
Training/Education	62%									
Free/Reduced Child Care	56%									
Professional Membership	21%									

Benefit information reported by 52 (90%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	11.96 - 16.03
Wage Range	9.25 - 38.03

Wage information reported by 51 (88%) facilities

Retention

In the average center, **78%** of teachers were at their center for more than one year

At a workforce level, **71%** of teachers in this region were at their center for more than one year [266 of 375]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	54%	[35 of 65]
Director has a Step 9 or higher, and 30 hours of Program Management*	35%	[23 of 65]
Director has a Step 10 or higher, and 60 hours of Program Management*	18%	[12 of 65]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	55%	[36 of 65]
50% of teachers have Step 8 or higher	42%	[27 of 65]
50% of teachers have Step 9 or higher	38%	[25 of 65]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	23%	[15 of 65]
50% of aide IIs have Step 8 or higher	17%	[11 of 65]
50% of aide IIs have Step 9 or higher	15%	[10 of 65]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	55%	[36 of 65]
50% of teachers have a degree	57%	[37 of 65]
50% of aide IIs have a degree	14%	[9 of 65]

Percentages based on those for whom education data was available.

Accreditation

9% of facilities are nationally accredited [6 of 65]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	48%	[31 of 65]
75% with 20 or more hours of training	37%	[24 of 65]
75% with 24 or more hours of training	28%	[18 of 65]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

2.88 average number of benefits offered										
Health/Medical Benefits	63%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>5%</td></tr><tr><td>2 benefits</td><td>22%</td></tr><tr><td>3 or more benefits</td><td>61%</td></tr><tr><td>No benefits</td><td>12%</td></tr></table>	1 benefit	5%	2 benefits	22%	3 or more benefits	61%	No benefits	12%
1 benefit	5%									
2 benefits	22%									
3 or more benefits	61%									
No benefits	12%									
Medical Insurance	49%									
Dental Insurance	58%									
Vision Insurance	41%									
Supplemental Insurance	17%									
Paid Time Off	68%									
Retirement Options	32%									
Training/Education	69%									
Free/Reduced Child Care	36%									
Professional Membership	25%									

Benefit information reported by 59 (91%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	10.75 - 14.00
Wage Range	8.89 - 36.00

Wage information reported by 59 (91%) facilities

Retention

In the average center, **73%** of teachers were at their center for more than one year

At a workforce level, **72%** of teachers in this region were at their center for more than one year [261 of 361]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	43%	[127 of 294]
Director has a Step 9 or higher, and 30 hours of Program Management*	26%	[76 of 294]
Director has a Step 10 or higher, and 60 hours of Program Management*	20%	[58 of 294]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	42%	[123 of 294]
50% of teachers have Step 8 or higher	27%	[78 of 294]
50% of teachers have Step 9 or higher	19%	[56 of 294]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	14%	[40 of 294]
50% of aide IIs have Step 8 or higher	13%	[37 of 294]
50% of aide IIs have Step 9 or higher	10%	[30 of 294]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	56%	[164 of 294]
50% of teachers have a degree	54%	[160 of 294]
50% of aide IIs have a degree	17%	[50 of 294]

Percentages based on those for whom education data was available.

Accreditation

5% of facilities are nationally accredited [15 of 294]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	42%	[123 of 294]
75% with 20 or more hours of training	32%	[95 of 294]
75% with 24 or more hours of training	20%	[60 of 294]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

3.62 average number of benefits offered										
Health/Medical Benefits	78%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>7%</td></tr><tr><td>2 benefits</td><td>13%</td></tr><tr><td>3 or more benefits</td><td>76%</td></tr><tr><td>No benefits</td><td>4%</td></tr></table>	1 benefit	7%	2 benefits	13%	3 or more benefits	76%	No benefits	4%
1 benefit	7%									
2 benefits	13%									
3 or more benefits	76%									
No benefits	4%									
Medical Insurance	72%									
Dental Insurance	66%									
Vision Insurance	49%									
Supplemental Insurance	21%									
Paid Time Off	72%									
Retirement Options	55%									
Training/Education	74%									
Free/Reduced Child Care	63%									
Professional Membership	25%									

Benefit information reported by 258 (88%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	11.63 - 16.00
Wage Range	8.73 - 50.00

Wage information reported by 238 (81%) facilities

Retention

In the average center, **73%** of teachers were at their center for more than one year

At a workforce level, **70%** of teachers in this region were at their center for more than one year [1580 of 2273]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	40%	[74 of 185]
Director has a Step 9 or higher, and 30 hours of Program Management*	28%	[52 of 185]
Director has a Step 10 or higher, and 60 hours of Program Management*	16%	[30 of 185]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	31%	[58 of 185]
50% of teachers have Step 8 or higher	20%	[37 of 185]
50% of teachers have Step 9 or higher	16%	[29 of 185]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	10%	[19 of 185]
50% of aide IIs have Step 8 or higher	9%	[16 of 185]
50% of aide IIs have Step 9 or higher	8%	[14 of 185]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	49%	[91 of 185]
50% of teachers have a degree	41%	[75 of 185]
50% of aide IIs have a degree	6%	[11 of 185]

Percentages based on those for whom education data was available.

Accreditation

8% of facilities are nationally accredited [15 of 185]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	37%	[69 of 185]
75% with 20 or more hours of training	28%	[51 of 185]
75% with 24 or more hours of training	18%	[33 of 185]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

3.43 average number of benefits offered										
Health/Medical Benefits	65%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>9%</td></tr><tr><td>2 benefits</td><td>11%</td></tr><tr><td>3 or more benefits</td><td>71%</td></tr><tr><td>No benefits</td><td>9%</td></tr></table>	1 benefit	9%	2 benefits	11%	3 or more benefits	71%	No benefits	9%
1 benefit	9%									
2 benefits	11%									
3 or more benefits	71%									
No benefits	9%									
Medical Insurance	62%									
Dental Insurance	56%									
Vision Insurance	48%									
Supplemental Insurance	11%									
Paid Time Off	78%									
Retirement Options	54%									
Training/Education	70%									
Free/Reduced Child Care	54%									
Professional Membership	24%									

Benefit information reported by 149 (81%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	11.00 - 16.00
Wage Range	9.00 - 31.25

Wage information reported by 139 (75%) facilities

Retention

In the average center, **73%** of teachers were at their center for more than one year

At a workforce level, **73%** of teachers in this region were at their center for more than one year [1156 of 1591]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	82%	[9 of 11]
Director has a Step 9 or higher, and 30 hours of Program Management*	73%	[8 of 11]
Director has a Step 10 or higher, and 60 hours of Program Management*	36%	[4 of 11]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	100%	[11 of 11]
50% of teachers have Step 8 or higher	91%	[10 of 11]
50% of teachers have Step 9 or higher	82%	[9 of 11]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	27%	[3 of 11]
50% of aide IIs have Step 8 or higher	27%	[3 of 11]
50% of aide IIs have Step 9 or higher	18%	[2 of 11]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	91%	[10 of 11]
50% of teachers have a degree	64%	[7 of 11]
50% of aide IIs have a degree	18%	[2 of 11]

Percentages based on those for whom education data was available.

Accreditation

0% of facilities are nationally accredited [0 of 11]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	73%	[8 of 11]
75% with 20 or more hours of training	73%	[8 of 11]
75% with 24 or more hours of training	55%	[6 of 11]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

3.78 average number of benefits offered										
Health/Medical Benefits	78%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>0%</td></tr><tr><td>2 benefits</td><td>0%</td></tr><tr><td>3 or more benefits</td><td>89%</td></tr><tr><td>No benefits</td><td>11%</td></tr></table>	1 benefit	0%	2 benefits	0%	3 or more benefits	89%	No benefits	11%
1 benefit	0%									
2 benefits	0%									
3 or more benefits	89%									
No benefits	11%									
Medical Insurance	78%									
Dental Insurance	78%									
Vision Insurance	78%									
Supplemental Insurance	0%									
Paid Time Off	89%									
Retirement Options	89%									
Training/Education	89%									
Free/Reduced Child Care	0%									
Professional Membership	33%									

Benefit information reported by 9 (82%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	11.40 - 15.19
Wage Range	9.50 - 24.38

Wage information reported by 9 (82%) facilities

Retention

In the average center, **100%** of teachers were at their center for more than one year

At a workforce level, **93%** of teachers in this region were at their center for more than one year [65 of 70]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	52%	[15 of 29]
Director has a Step 9 or higher, and 30 hours of Program Management*	31%	[9 of 29]
Director has a Step 10 or higher, and 60 hours of Program Management*	14%	[4 of 29]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	59%	[17 of 29]
50% of teachers have Step 8 or higher	52%	[15 of 29]
50% of teachers have Step 9 or higher	31%	[9 of 29]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	31%	[9 of 29]
50% of aide IIs have Step 8 or higher	21%	[6 of 29]
50% of aide IIs have Step 9 or higher	17%	[5 of 29]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	45%	[13 of 29]
50% of teachers have a degree	34%	[10 of 29]
50% of aide IIs have a degree	7%	[2 of 29]

Percentages based on those for whom education data was available.

Accreditation

0% of facilities are nationally accredited [0 of 29]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	48%	[14 of 29]
75% with 20 or more hours of training	38%	[11 of 29]
75% with 24 or more hours of training	34%	[10 of 29]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

2.95 average number of benefits offered										
Health/Medical Benefits	57%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>10%</td></tr><tr><td>2 benefits</td><td>14%</td></tr><tr><td>3 or more benefits</td><td>62%</td></tr><tr><td>No benefits</td><td>14%</td></tr></table>	1 benefit	10%	2 benefits	14%	3 or more benefits	62%	No benefits	14%
1 benefit	10%									
2 benefits	14%									
3 or more benefits	62%									
No benefits	14%									
Medical Insurance	57%									
Dental Insurance	52%									
Vision Insurance	52%									
Supplemental Insurance	0%									
Paid Time Off	62%									
Retirement Options	48%									
Training/Education	76%									
Free/Reduced Child Care	33%									
Professional Membership	33%									

Benefit information reported by 21 (72%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	11.06 - 17.08
Wage Range	8.09 - 32.77

Wage information reported by 21 (72%) facilities

Retention

In the average center, **100%** of teachers were at their center for more than one year

At a workforce level, **85%** of teachers in this region were at their center for more than one year [93 of 109]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	XX	[XX]
Director has a Step 9 or higher, and 30 hours of Program Management*	XX	[XX]
Director has a Step 10 or higher, and 60 hours of Program Management*	XX	[XX]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	XX	[XX]
50% of teachers have Step 8 or higher	XX	[XX]
50% of teachers have Step 9 or higher	XX	[XX]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	XX	[XX]
50% of aide IIs have Step 8 or higher	XX	[XX]
50% of aide IIs have Step 9 or higher	XX	[XX]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	XX	[XX]
50% of teachers have a degree	XX	[XX]
50% of aide IIs have a degree	XX	[XX]

Percentages based on those for whom education data was available.

Accreditation

XX of facilities are nationally accredited [XX]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	XX	[XX]
75% with 20 or more hours of training	XX	[XX]
75% with 24 or more hours of training	XX	[XX]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

XX average number of benefits offered										
Health/Medical Benefits	XX	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>XX</td></tr><tr><td>2 benefits</td><td>XX</td></tr><tr><td>3 or more benefits</td><td>XX</td></tr><tr><td>No benefits</td><td>XX</td></tr></table>	1 benefit	XX	2 benefits	XX	3 or more benefits	XX	No benefits	XX
1 benefit	XX									
2 benefits	XX									
3 or more benefits	XX									
No benefits	XX									
Medical Insurance	XX									
Dental Insurance	XX									
Vision Insurance	XX									
Supplemental Insurance	XX									
Paid Time Off	XX									
Retirement Options	XX									
Training/Education	XX									
Free/Reduced Child Care	XX									
Professional Membership	XX									

Benefit information reported by XX (XX) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	XX
Wage Range	XX

Wage information reported by XX (XX) facilities

Retention

In the average center, **XX** of teachers were at their center for more than one year

At a workforce level, **XX** of teachers in this region were at their center for more than one year [XX]

**Unable to report aggregate results due to the small number of facilities in this region*

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	51%	[55 of 107]
Director has a Step 9 or higher, and 30 hours of Program Management*	34%	[36 of 107]
Director has a Step 10 or higher, and 60 hours of Program Management*	19%	[20 of 107]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	51%	[55 of 107]
50% of teachers have Step 8 or higher	39%	[42 of 107]
50% of teachers have Step 9 or higher	33%	[35 of 107]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	12%	[13 of 107]
50% of aide IIs have Step 8 or higher	10%	[11 of 107]
50% of aide IIs have Step 9 or higher	7%	[7 of 107]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	50%	[53 of 107]
50% of teachers have a degree	50%	[53 of 107]
50% of aide IIs have a degree	5%	[5 of 107]

Percentages based on those for whom education data was available.

Accreditation

3% of facilities are nationally accredited [3 of 107]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	45%	[48 of 107]
75% with 20 or more hours of training	38%	[41 of 107]
75% with 24 or more hours of training	23%	[25 of 107]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

3.42 average number of benefits offered										
Health/Medical Benefits	51%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>7%</td></tr><tr><td>2 benefits</td><td>20%</td></tr><tr><td>3 or more benefits</td><td>70%</td></tr><tr><td>No benefits</td><td>3%</td></tr></table>	1 benefit	7%	2 benefits	20%	3 or more benefits	70%	No benefits	3%
1 benefit	7%									
2 benefits	20%									
3 or more benefits	70%									
No benefits	3%									
Medical Insurance	44%									
Dental Insurance	41%									
Vision Insurance	17%									
Supplemental Insurance	11%									
Paid Time Off	83%									
Retirement Options	49%									
Training/Education	76%									
Free/Reduced Child Care	59%									
Professional Membership	28%									

Benefit information reported by 90 (84%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	10.34 - 15.00
Wage Range	9.25 - 30.00

Wage information reported by 90 (84%) facilities

Retention

In the average center, **75%** of teachers were at their center for more than one year

At a workforce level, **73%** of teachers in this region were at their center for more than one year [528 of 726]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	40%	[40 of 100]
Director has a Step 9 or higher, and 30 hours of Program Management*	26%	[26 of 100]
Director has a Step 10 or higher, and 60 hours of Program Management*	17%	[17 of 100]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	38%	[38 of 100]
50% of teachers have Step 8 or higher	26%	[26 of 100]
50% of teachers have Step 9 or higher	22%	[22 of 100]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	18%	[18 of 100]
50% of aide IIs have Step 8 or higher	14%	[14 of 100]
50% of aide IIs have Step 9 or higher	12%	[12 of 100]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	47%	[47 of 100]
50% of teachers have a degree	42%	[42 of 100]
50% of aide IIs have a degree	2%	[2 of 100]

Percentages based on those for whom education data was available.

Accreditation

0% of facilities are nationally accredited [0 of 100]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	33%	[33 of 100]
75% with 20 or more hours of training	30%	[30 of 100]
75% with 24 or more hours of training	17%	[17 of 100]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

3.29 average number of benefits offered										
Health/Medical Benefits	66%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>8%</td></tr><tr><td>2 benefits</td><td>5%</td></tr><tr><td>3 or more benefits</td><td>78%</td></tr><tr><td>No benefits</td><td>9%</td></tr></table>	1 benefit	8%	2 benefits	5%	3 or more benefits	78%	No benefits	9%
1 benefit	8%									
2 benefits	5%									
3 or more benefits	78%									
No benefits	9%									
Medical Insurance	62%									
Dental Insurance	40%									
Vision Insurance	54%									
Supplemental Insurance	10%									
Paid Time Off	78%									
Retirement Options	37%									
Training/Education	65%									
Free/Reduced Child Care	65%									
Professional Membership	22%									

Benefit information reported by 91 (91%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	10.50 - 17.58
Wage Range	8.17 - 41.00

Wage information reported by 88 (88%) facilities

Retention

In the average center, **67%** of teachers were at their center for more than one year

At a workforce level, **68%** of teachers in this region were at their center for more than one year [371 of 546]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	52%	[11 of 21]
Director has a Step 9 or higher, and 30 hours of Program Management*	24%	[5 of 21]
Director has a Step 10 or higher, and 60 hours of Program Management*	14%	[3 of 21]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	48%	[10 of 21]
50% of teachers have Step 8 or higher	29%	[6 of 21]
50% of teachers have Step 9 or higher	10%	[2 of 21]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	19%	[4 of 21]
50% of aide IIs have Step 8 or higher	14%	[3 of 21]
50% of aide IIs have Step 9 or higher	14%	[3 of 21]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	48%	[10 of 21]
50% of teachers have a degree	33%	[7 of 21]
50% of aide IIs have a degree	14%	[3 of 21]

Percentages based on those for whom education data was available.

Accreditation

0% of facilities are nationally accredited [0 of 21]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	33%	[7 of 21]
75% with 20 or more hours of training	10%	[2 of 21]
75% with 24 or more hours of training	5%	[1 of 21]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

2.61 average number of benefits offered										
Health/Medical Benefits	33%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>11%</td></tr><tr><td>2 benefits</td><td>11%</td></tr><tr><td>3 or more benefits</td><td>67%</td></tr><tr><td>No benefits</td><td>11%</td></tr></table>	1 benefit	11%	2 benefits	11%	3 or more benefits	67%	No benefits	11%
1 benefit	11%									
2 benefits	11%									
3 or more benefits	67%									
No benefits	11%									
Medical Insurance	33%									
Dental Insurance	28%									
Vision Insurance	11%									
Supplemental Insurance	0%									
Paid Time Off	72%									
Retirement Options	17%									
Training/Education	67%									
Free/Reduced Child Care	56%									
Professional Membership	17%									

Benefit information reported by 18 (86%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	10.00 - 13.69
Wage Range	9.75 - 20.00

Wage information reported by 18 (86%) facilities

Retention

In the average center, **67%** of teachers were at their center for more than one year

At a workforce level, **70%** of teachers in this region were at their center for more than one year [70 of 100]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	64%	[9 of 14]
Director has a Step 9 or higher, and 30 hours of Program Management*	50%	[7 of 14]
Director has a Step 10 or higher, and 60 hours of Program Management*	36%	[5 of 14]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	71%	[10 of 14]
50% of teachers have Step 8 or higher	57%	[8 of 14]
50% of teachers have Step 9 or higher	50%	[7 of 14]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	14%	[2 of 14]
50% of aide IIs have Step 8 or higher	7%	[1 of 14]
50% of aide IIs have Step 9 or higher	7%	[1 of 14]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	43%	[6 of 14]
50% of teachers have a degree	43%	[6 of 14]
50% of aide IIs have a degree	0%	[0 of 14]

Percentages based on those for whom education data was available.

Accreditation

7% of facilities are nationally accredited [1 of 14]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	79%	[11 of 14]
75% with 20 or more hours of training	71%	[10 of 14]
75% with 24 or more hours of training	57%	[8 of 14]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

2.62 average number of benefits offered										
Health/Medical Benefits	38%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>31%</td></tr><tr><td>2 benefits</td><td>15%</td></tr><tr><td>3 or more benefits</td><td>46%</td></tr><tr><td>No benefits</td><td>8%</td></tr></table>	1 benefit	31%	2 benefits	15%	3 or more benefits	46%	No benefits	8%
1 benefit	31%									
2 benefits	15%									
3 or more benefits	46%									
No benefits	8%									
Medical Insurance	38%									
Dental Insurance	38%									
Vision Insurance	38%									
Supplemental Insurance	0%									
Paid Time Off	38%									
Retirement Options	46%									
Training/Education	69%									
Free/Reduced Child Care	31%									
Professional Membership	38%									

Benefit information reported by 13 (93%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	10.00 - 16.74
Wage Range	9.25 - 18.00

Wage information reported by 13 (93%) facilities

Retention

In the average center, **100%** of teachers were at their center for more than one year

At a workforce level, **87%** of teachers in this region were at their center for more than one year [68 of 78]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	69%	[25 of 36]
Director has a Step 9 or higher, and 30 hours of Program Management*	61%	[22 of 36]
Director has a Step 10 or higher, and 60 hours of Program Management*	39%	[14 of 36]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	72%	[26 of 36]
50% of teachers have Step 8 or higher	47%	[17 of 36]
50% of teachers have Step 9 or higher	36%	[13 of 36]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	19%	[7 of 36]
50% of aide IIs have Step 8 or higher	19%	[7 of 36]
50% of aide IIs have Step 9 or higher	19%	[7 of 36]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	64%	[23 of 36]
50% of teachers have a degree	53%	[19 of 36]
50% of aide IIs have a degree	6%	[2 of 36]

Percentages based on those for whom education data was available.

Accreditation

3% of facilities are nationally accredited [1 of 36]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	67%	[24 of 36]
75% with 20 or more hours of training	58%	[21 of 36]
75% with 24 or more hours of training	47%	[17 of 36]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

3.42 average number of benefits offered										
Health/Medical Benefits	65%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>6%</td></tr><tr><td>2 benefits</td><td>16%</td></tr><tr><td>3 or more benefits</td><td>74%</td></tr><tr><td>No benefits</td><td>3%</td></tr></table>	1 benefit	6%	2 benefits	16%	3 or more benefits	74%	No benefits	3%
1 benefit	6%									
2 benefits	16%									
3 or more benefits	74%									
No benefits	3%									
Medical Insurance	65%									
Dental Insurance	55%									
Vision Insurance	48%									
Supplemental Insurance	6%									
Paid Time Off	71%									
Retirement Options	68%									
Training/Education	71%									
Free/Reduced Child Care	35%									
Professional Membership	32%									

Benefit information reported by 31 (86%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	10.70 - 15.14
Wage Range	9.25 - 24.13

Wage information reported by 30 (83%) facilities

Retention

In the average center, **78%** of teachers were at their center for more than one year

At a workforce level, **75%** of teachers in this region were at their center for more than one year [181 of 240]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	53%	[40 of 76]
Director has a Step 9 or higher, and 30 hours of Program Management*	43%	[33 of 76]
Director has a Step 10 or higher, and 60 hours of Program Management*	28%	[21 of 76]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	58%	[44 of 76]
50% of teachers have Step 8 or higher	46%	[35 of 76]
50% of teachers have Step 9 or higher	42%	[32 of 76]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	41%	[31 of 76]
50% of aide IIs have Step 8 or higher	39%	[30 of 76]
50% of aide IIs have Step 9 or higher	36%	[27 of 76]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	47%	[36 of 76]
50% of teachers have a degree	47%	[36 of 76]
50% of aide IIs have a degree	13%	[10 of 76]

Percentages based on those for whom education data was available.

Accreditation

0% of facilities are nationally accredited [0 of 76]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	49%	[37 of 76]
75% with 20 or more hours of training	45%	[34 of 76]
75% with 24 or more hours of training	37%	[28 of 76]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

3.31 average number of benefits offered										
Health/Medical Benefits	56%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>9%</td></tr><tr><td>2 benefits</td><td>15%</td></tr><tr><td>3 or more benefits</td><td>65%</td></tr><tr><td>No benefits</td><td>11%</td></tr></table>	1 benefit	9%	2 benefits	15%	3 or more benefits	65%	No benefits	11%
1 benefit	9%									
2 benefits	15%									
3 or more benefits	65%									
No benefits	11%									
Medical Insurance	56%									
Dental Insurance	50%									
Vision Insurance	50%									
Supplemental Insurance	0%									
Paid Time Off	77%									
Retirement Options	41%									
Training/Education	65%									
Free/Reduced Child Care	53%									
Professional Membership	44%									

Benefit information reported by 66 (87%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	10.75 - 15.10
Wage Range	9.25 - 46.33

Wage information reported by 65 (86%) facilities

Retention

In the average center, **78%** of teachers were at their center for more than one year

At a workforce level, **74%** of teachers in this region were at their center for more than one year [253 of 341]

Director Step

Directors	Percent of Facilities	
Director has a Step 8 or higher *	43%	[9 of 21]
Director has a Step 9 or higher, and 30 hours of Program Management*	33%	[7 of 21]
Director has a Step 10 or higher, and 60 hours of Program Management*	19%	[4 of 21]

**If facility reported more than one director, facility is included if at least one director met the criteria*

Head/Teacher Step

Head Teachers/Teachers	Percent of Facilities	
50% of teachers have Step 7 or higher	62%	[13 of 21]
50% of teachers have Step 8 or higher	38%	[8 of 21]
50% of teachers have Step 9 or higher	33%	[7 of 21]

Percentages out of all head teachers and teachers.

Aide II

Aide IIs	Percent of Facilities	
50% of aide IIs have Step 7 or higher	19%	[4 of 21]
50% of aide IIs have Step 8 or higher	19%	[4 of 21]
50% of aide IIs have Step 9 or higher	19%	[4 of 21]

Percentages out of all head teachers and teachers.

Education

	Percent of Facilities	
Director has a degree (Associates, Bachelors, or Higher)	52%	[11 of 21]
50% of teachers have a degree	67%	[14 of 21]
50% of aide IIs have a degree	0%	[0 of 21]

Percentages based on those for whom education data was available.

Accreditation

0% of facilities are nationally accredited [0 of 21]

Training

All Directors, Head Teachers, Teachers, and Aide IIs	Percent of Facilities	
75% with 18 or more hours of training	52%	[11 of 21]
75% with 20 or more hours of training	48%	[10 of 21]
75% with 24 or more hours of training	38%	[8 of 21]

Percentages out of all directors, head teachers, teachers, and aide IIs.

Benefits

3.30 average number of benefits offered										
Health/Medical Benefits	60%	<div>Number of Benefits</div> <table><tr><td>1 benefit</td><td>5%</td></tr><tr><td>2 benefits</td><td>20%</td></tr><tr><td>3 or more benefits</td><td>70%</td></tr><tr><td>No benefits</td><td>5%</td></tr></table>	1 benefit	5%	2 benefits	20%	3 or more benefits	70%	No benefits	5%
1 benefit	5%									
2 benefits	20%									
3 or more benefits	70%									
No benefits	5%									
Medical Insurance	60%									
Dental Insurance	55%									
Vision Insurance	55%									
Supplemental Insurance	10%									
Paid Time Off	80%									
Retirement Options	65%									
Training/Education	45%									
Free/Reduced Child Care	45%									
Professional Membership	35%									

Benefit information reported by 20 (95%) facilities, percentages rounded

Wage

Average (Median) Teacher Wage	10.75 - 14.25
Wage Range	9.25 - 18.99

Wage information reported by 16 (76%) facilities

Retention

In the average center, **81%** of teachers were at their center for more than one year

At a workforce level, **71%** of teachers in this region were at their center for more than one year [100 of 140]

Structural Indicators 2016

Certified Family
State and
Early Learning Hub Profiles

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	47%	[286 of 614]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	27%	[168 of 614]
Provider has a Step 9 or higher, and 60 hours of Program Management*	20%	[125 of 614]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	29%	[178 of 614]
50% of assistant IIs have Step 5 or higher	23%	[140 of 614]
50% of assistant IIs have Step 7 or higher	17%	[105 of 614]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	34%	[208 of 614]
50% of assistant IIs have a degree	18%	[110 of 614]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	49%	[298 of 614]
100% with 20 or more hours of training	41%	[254 of 614]
100% with 24 or more hours of training	29%	[181 of 614]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	5.0 years
Range for Number of Years Providing Care	1 - 30 years

In the average center, **93%** of assistant IIs were at their facility for more than one year

At a workforce level, **59%** of assistant IIs in this region were at their facility for more than one year [478 of 809]

Accreditation

1% of facilities are nationally accredited [8 of 614]

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	78%	[7 of 9]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	67%	[6 of 9]
Provider has a Step 9 or higher, and 60 hours of Program Management*	56%	[5 of 9]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	44%	[4 of 9]
50% of assistant IIs have Step 5 or higher	44%	[4 of 9]
50% of assistant IIs have Step 7 or higher	33%	[3 of 9]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	56%	[5 of 9]
50% of assistant IIs have a degree	11%	[1 of 9]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	56%	[5 of 9]
100% with 20 or more hours of training	33%	[3 of 9]
100% with 24 or more hours of training	33%	[3 of 9]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	5.6 years
Range for Number of Years Providing Care	1 - 24 years

In the average center, **67%** of assistant IIs were at their facility for more than one year

At a workforce level, **63%** of assistant IIs in this region were at their facility for more than one year [5 of 8]

Accreditation

0% of facilities are nationally accredited [0 of 9]

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	52%	[17 of 33]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	27%	[9 of 33]
Provider has a Step 9 or higher, and 60 hours of Program Management*	21%	[7 of 33]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	27%	[9 of 33]
50% of assistant IIs have Step 5 or higher	21%	[7 of 33]
50% of assistant IIs have Step 7 or higher	18%	[6 of 33]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	36%	[12 of 33]
50% of assistant IIs have a degree	21%	[7 of 33]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	36%	[12 of 33]
100% with 20 or more hours of training	27%	[9 of 33]
100% with 24 or more hours of training	18%	[6 of 33]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	3.0 years
Range for Number of Years Providing Care	1 - 26 years

In the average center, **100%** of assistant IIs were at their facility for more than one year

At a workforce level, **71%** of assistant IIs in this region were at their facility for more than one year [29 of 41]

Accreditation

0% of facilities are nationally accredited [0 of 33]

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	47%	[15 of 32]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	25%	[8 of 32]
Provider has a Step 9 or higher, and 60 hours of Program Management*	22%	[7 of 32]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	16%	[5 of 32]
50% of assistant IIs have Step 5 or higher	13%	[4 of 32]
50% of assistant IIs have Step 7 or higher	9%	[3 of 32]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	31%	[10 of 32]
50% of assistant IIs have a degree	9%	[3 of 32]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	56%	[18 of 32]
100% with 20 or more hours of training	56%	[18 of 32]
100% with 24 or more hours of training	47%	[15 of 32]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	7.4 years
Range for Number of Years Providing Care	1 - 17 years

In the average center, **100%** of assistant IIs were at their facility for more than one year

At a workforce level, **59%** of assistant IIs in this region were at their facility for more than one year [10 of 17]

Accreditation

0% of facilities are nationally accredited [0 of 32]

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	36%	[5 of 14]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	21%	[3 of 14]
Provider has a Step 9 or higher, and 60 hours of Program Management*	14%	[2 of 14]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	29%	[4 of 14]
50% of assistant IIs have Step 5 or higher	29%	[4 of 14]
50% of assistant IIs have Step 7 or higher	21%	[3 of 14]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	21%	[3 of 14]
50% of assistant IIs have a degree	29%	[4 of 14]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	43%	[6 of 14]
100% with 20 or more hours of training	21%	[3 of 14]
100% with 24 or more hours of training	7%	[1 of 14]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	4.6 years
Range for Number of Years Providing Care	1 - 23 years

In the average center, **100%** of assistant IIs were at their facility for more than one year

At a workforce level, **52%** of assistant IIs in this region were at their facility for more than one year [14 of 27]

Accreditation

0% of facilities are nationally accredited [0 of 14]

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	50%	[77 of 154]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	21%	[33 of 154]
Provider has a Step 9 or higher, and 60 hours of Program Management*	18%	[28 of 154]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	36%	[56 of 154]
50% of assistant IIs have Step 5 or higher	27%	[42 of 154]
50% of assistant IIs have Step 7 or higher	23%	[36 of 154]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	52%	[80 of 154]
50% of assistant IIs have a degree	32%	[50 of 154]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	43%	[66 of 154]
100% with 20 or more hours of training	35%	[54 of 154]
100% with 24 or more hours of training	23%	[35 of 154]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	4.0 years
Range for Number of Years Providing Care	1 - 30 years

In the average center, **60%** of assistant IIs were at their facility for more than one year

At a workforce level, **53%** of assistant IIs in this region were at their facility for more than one year [158 of 299]

Accreditation

0% of facilities are nationally accredited [0 of 154]

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	40%	[54 of 134]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	28%	[37 of 134]
Provider has a Step 9 or higher, and 60 hours of Program Management*	20%	[27 of 134]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	26%	[35 of 134]
50% of assistant IIs have Step 5 or higher	21%	[28 of 134]
50% of assistant IIs have Step 7 or higher	18%	[24 of 134]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	34%	[45 of 134]
50% of assistant IIs have a degree	12%	[16 of 134]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	46%	[62 of 134]
100% with 20 or more hours of training	38%	[51 of 134]
100% with 24 or more hours of training	29%	[39 of 134]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	6.0 years
Range for Number of Years Providing Care	1 - 24 years

In the average center, **67%** of assistant IIs were at their facility for more than one year

At a workforce level, **56%** of assistant IIs in this region were at their facility for more than one year [93 of 167]

Accreditation

6% of facilities are nationally accredited [8 of 134]

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	57%	[4 of 7]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	0%	[0 of 7]
Provider has a Step 9 or higher, and 60 hours of Program Management*	0%	[0 of 7]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	14%	[1 of 7]
50% of assistant IIs have Step 5 or higher	14%	[1 of 7]
50% of assistant IIs have Step 7 or higher	14%	[1 of 7]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	43%	[3 of 7]
50% of assistant IIs have a degree	0%	[0 of 7]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	71%	[5 of 7]
100% with 20 or more hours of training	71%	[5 of 7]
100% with 24 or more hours of training	57%	[4 of 7]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	7.8 years
Range for Number of Years Providing Care	1 - 27 years

In the average center, **50%** of assistant IIs were at their facility for more than one year

At a workforce level, **50%** of assistant IIs in this region were at their facility for more than one year [1 of 2]

Accreditation

0% of facilities are nationally accredited [0 of 7]

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	53%	[9 of 17]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	29%	[5 of 17]
Provider has a Step 9 or higher, and 60 hours of Program Management*	18%	[3 of 17]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	47%	[8 of 17]
50% of assistant IIs have Step 5 or higher	35%	[6 of 17]
50% of assistant IIs have Step 7 or higher	18%	[3 of 17]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	24%	[4 of 17]
50% of assistant IIs have a degree	12%	[2 of 17]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	41%	[7 of 17]
100% with 20 or more hours of training	29%	[5 of 17]
100% with 24 or more hours of training	18%	[3 of 17]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	4.0 years
Range for Number of Years Providing Care	1 - 22 years

In the average center, **100%** of assistant IIs were at their facility for more than one year

At a workforce level, **71%** of assistant IIs in this region were at their facility for more than one year [15 of 21]

Accreditation

0% of facilities are nationally accredited [0 of 17]

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	XX	[XX]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	XX	[XX]
Provider has a Step 9 or higher, and 60 hours of Program Management*	XX	[XX]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	XX	[XX]
50% of assistant IIs have Step 5 or higher	XX	[XX]
50% of assistant IIs have Step 7 or higher	XX	[XX]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	XX	[XX]
50% of assistant IIs have a degree	XX	[XX]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	XX	[XX]
100% with 20 or more hours of training	XX	[XX]
100% with 24 or more hours of training	XX	[XX]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	XX years
Range for Number of Years Providing Care	XX

In the average center, **XX** of assistant IIs were at their facility for more than one year

At a workforce level, **XX** of assistant IIs in this region were at their facility for more than one year [XX]

Accreditation

XX of facilities are nationally accredited [XX]

**Unable to report aggregate results due to the small number of facilities in this region*

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	61%	[34 of 56]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	34%	[19 of 56]
Provider has a Step 9 or higher, and 60 hours of Program Management*	23%	[13 of 56]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	34%	[19 of 56]
50% of assistant IIs have Step 5 or higher	29%	[16 of 56]
50% of assistant IIs have Step 7 or higher	16%	[9 of 56]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	32%	[18 of 56]
50% of assistant IIs have a degree	23%	[13 of 56]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	54%	[30 of 56]
100% with 20 or more hours of training	48%	[27 of 56]
100% with 24 or more hours of training	30%	[17 of 56]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	6.0 years
Range for Number of Years Providing Care	1 - 29 years

In the average center, **100%** of assistant IIs were at their facility for more than one year

At a workforce level, **71%** of assistant IIs in this region were at their facility for more than one year [51 of 72]

Accreditation

0% of facilities are nationally accredited [0 of 56]

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	34%	[26 of 76]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	25%	[19 of 76]
Provider has a Step 9 or higher, and 60 hours of Program Management*	18%	[14 of 76]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	21%	[16 of 76]
50% of assistant IIs have Step 5 or higher	17%	[13 of 76]
50% of assistant IIs have Step 7 or higher	11%	[8 of 76]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	13%	[10 of 76]
50% of assistant IIs have a degree	9%	[7 of 76]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	54%	[41 of 76]
100% with 20 or more hours of training	49%	[37 of 76]
100% with 24 or more hours of training	33%	[25 of 76]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	6.0 years
Range for Number of Years Providing Care	1 - 19 years

In the average center, **100%** of assistant IIs were at their facility for more than one year

At a workforce level, **71%** of assistant IIs in this region were at their facility for more than one year [50 of 70]

Accreditation

0% of facilities are nationally accredited [0 of 76]

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	XX	[XX]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	XX	[XX]
Provider has a Step 9 or higher, and 60 hours of Program Management*	XX	[XX]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	XX	[XX]
50% of assistant IIs have Step 5 or higher	XX	[XX]
50% of assistant IIs have Step 7 or higher	XX	[XX]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	XX	[XX]
50% of assistant IIs have a degree	XX	[XX]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	XX	[XX]
100% with 20 or more hours of training	XX	[XX]
100% with 24 or more hours of training	XX	[XX]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	XX years
Range for Number of Years Providing Care	XX

In the average center, **XX** of assistant IIs were at their facility for more than one year

At a workforce level, **XX** of assistant IIs in this region were at their facility for more than one year [XX]

Accreditation

XX of facilities are nationally accredited [XX]

**Unable to report aggregate results due to the small number of facilities in this region*

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	11%	[1 of 9]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	11%	[1 of 9]
Provider has a Step 9 or higher, and 60 hours of Program Management*	0%	[0 of 9]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	22%	[2 of 9]
50% of assistant IIs have Step 5 or higher	22%	[2 of 9]
50% of assistant IIs have Step 7 or higher	22%	[2 of 9]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	11%	[1 of 9]
50% of assistant IIs have a degree	0%	[0 of 9]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	89%	[8 of 9]
100% with 20 or more hours of training	78%	[7 of 9]
100% with 24 or more hours of training	44%	[4 of 9]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	9.8 years
Range for Number of Years Providing Care	2 - 24 years

In the average center, **100%** of assistant IIs were at their facility for more than one year

At a workforce level, **60%** of assistant IIs in this region were at their facility for more than one year [3 of 5]

Accreditation

0% of facilities are nationally accredited [0 of 9]

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	100%	[7 of 7]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	57%	[4 of 7]
Provider has a Step 9 or higher, and 60 hours of Program Management*	57%	[4 of 7]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	29%	[2 of 7]
50% of assistant IIs have Step 5 or higher	29%	[2 of 7]
50% of assistant IIs have Step 7 or higher	29%	[2 of 7]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	43%	[3 of 7]
50% of assistant IIs have a degree	29%	[2 of 7]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	86%	[6 of 7]
100% with 20 or more hours of training	86%	[6 of 7]
100% with 24 or more hours of training	86%	[6 of 7]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	5.4 years
Range for Number of Years Providing Care	2 - 22 years

In the average center, **75%** of assistant IIs were at their facility for more than one year

At a workforce level, **57%** of assistant IIs in this region were at their facility for more than one year [4 of 7]

Accreditation

0% of facilities are nationally accredited [0 of 7]

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	47%	[15 of 32]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	34%	[11 of 32]
Provider has a Step 9 or higher, and 60 hours of Program Management*	25%	[8 of 32]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	22%	[7 of 32]
50% of assistant IIs have Step 5 or higher	16%	[5 of 32]
50% of assistant IIs have Step 7 or higher	6%	[2 of 32]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	19%	[6 of 32]
50% of assistant IIs have a degree	3%	[1 of 32]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	44%	[14 of 32]
100% with 20 or more hours of training	41%	[13 of 32]
100% with 24 or more hours of training	28%	[9 of 32]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	6.0 years
Range for Number of Years Providing Care	1 - 27 years

In the average center, **100%** of assistant IIs were at their facility for more than one year

At a workforce level, **70%** of assistant IIs in this region were at their facility for more than one year [19 of 27]

Accreditation

0% of facilities are nationally accredited [0 of 32]

Provider Step

Provider	Percent of Facilities	
Provider has a Step 7.5 or higher*	43%	[13 of 30]
Provider has a Step 8.5 or higher, and 30 hours of Program Management*	37%	[11 of 30]
Provider has a Step 9 or higher, and 60 hours of Program Management*	23%	[7 of 30]

**If facility reported more than one provider, facility is included if at least one provider met the criteria*

Assistant II Step

Assistant IIs	Percent of Facilities	
50% of assistant IIs have Step 3 or higher	30%	[9 of 30]
50% of assistant IIs have Step 5 or higher	20%	[6 of 30]
50% of assistant IIs have Step 7 or higher	10%	[3 of 30]

Percentages out of all providers and assistant IIs.

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	23%	[7 of 30]
50% of assistant IIs have a degree	13%	[4 of 30]

Percentages based on those for whom education data was available.

Training

All Providers and Assistant IIs	Percent of Facilities	
100% with 18 or more hours of training	50%	[15 of 30]
100% with 20 or more hours of training	47%	[14 of 30]
100% with 24 or more hours of training	43%	[13 of 30]

Percentages out of all providers and assistant IIs.

Retention

Median Number of Years Providing Care	6.3 years
Range for Number of Years Providing Care	1 - 15 years

In the average center, **67%** of assistant IIs were at their facility for more than one year

At a workforce level, **57%** of assistant IIs in this region were at their facility for more than one year [25 of 44]

Accreditation

0% of facilities are nationally accredited [0 of 30]

Structural Indicators 2016

Registered Family
State and
Early Learning Hub Profiles

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	12%	[246 of 2115]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	5%	[97 of 2115]
Provider has a Step 9 or higher, and 60 hours of Program Management	3%	[58 of 2115]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	12%	[250 of 2115]

Training

All Providers	Percent of Facilities	
100% with 18 or more hours of training	25%	[524 of 2115]
100% with 20 or more hours of training	22%	[467 of 2115]
100% with 24 or more hours of training	18%	[378 of 2115]

Retention

Median Number of Years Providing Care	8.0 years
Range for Number of Years Providing Care	0 - 36 years years

Accreditation

0% of facilities are nationally accredited [1 of 2115]

2016 Registered Family

Blue Mountain Early Learning Hub

82 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	17%	[14 of 82]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	6%	[5 of 82]
Provider has a Step 9 or higher, and 60 hours of Program Management	1%	[1 of 82]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	12%	[10 of 82]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	39%	[32 of 82]
Provider has 20 or more hours of training	35%	[29 of 82]
Provider has 24 or more hours of training	23%	[19 of 82]

Retention

Median Number of Years Providing Care	6.8 years
Range for Number of Years Providing Care	0 - 25 years

Accreditation

0% of facilities are nationally accredited [0 of 82]

2016 Registered Family

Clackamas Early Learning Hub

165 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	11%	[18 of 165]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	2%	[4 of 165]
Provider has a Step 9 or higher, and 60 hours of Program Management	2%	[3 of 165]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	15%	[24 of 165]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	14%	[23 of 165]
Provider has 20 or more hours of training	12%	[19 of 165]
Provider has 24 or more hours of training	10%	[17 of 165]

Retention

Median Number of Years Providing Care	9.7 years
Range for Number of Years Providing Care	0 - 34 years

Accreditation

0% of facilities are nationally accredited [0 of 165]

2016 Registered Family

Early Learning Hub of Central Oregon

90 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	22%	[20 of 90]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	12%	[11 of 90]
Provider has a Step 9 or higher, and 60 hours of Program Management	8%	[7 of 90]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	14%	[13 of 90]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	42%	[38 of 90]
Provider has 20 or more hours of training	41%	[37 of 90]
Provider has 24 or more hours of training	34%	[31 of 90]

Retention

Median Number of Years Providing Care	6.7 years
Range for Number of Years Providing Care	0 - 23 years

Accreditation

0% of facilities are nationally accredited [0 of 90]

2016 Registered Family

Early Learning Hub of Linn, Benton & Lincoln Counties

106 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	19%	[20 of 106]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	6%	[6 of 106]
Provider has a Step 9 or higher, and 60 hours of Program Management	4%	[4 of 106]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	14%	[15 of 106]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	29%	[31 of 106]
Provider has 20 or more hours of training	27%	[29 of 106]
Provider has 24 or more hours of training	23%	[24 of 106]

Retention

Median Number of Years Providing Care	9.0 years
Range for Number of Years Providing Care	0 - 33 years

Accreditation

0% of facilities are nationally accredited [0 of 106]

2016 Registered Family

Early Learning Multnomah

570 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	5%	[31 of 570]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	1%	[3 of 570]
Provider has a Step 9 or higher, and 60 hours of Program Management	0%	[2 of 570]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	10%	[56 of 570]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	16%	[92 of 570]
Provider has 20 or more hours of training	13%	[75 of 570]
Provider has 24 or more hours of training	11%	[60 of 570]

Retention

Median Number of Years Providing Care	6.5 years
Range for Number of Years Providing Care	0 - 35 years

Accreditation

0% of facilities are nationally accredited [0 of 570]

2016 Registered Family

Early Learning Washington County

302 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	7%	[20 of 302]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	3%	[10 of 302]
Provider has a Step 9 or higher, and 60 hours of Program Management	1%	[4 of 302]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	12%	[35 of 302]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	21%	[64 of 302]
Provider has 20 or more hours of training	20%	[60 of 302]
Provider has 24 or more hours of training	15%	[46 of 302]

Retention

Median Number of Years Providing Care	8.6 years
Range for Number of Years Providing Care	0 - 34 years

Accreditation

0% of facilities are nationally accredited [1 of 302]

2016 Registered Family

Eastern Oregon Community Based Services Hub

34 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	21%	[7 of 34]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	6%	[2 of 34]
Provider has a Step 9 or higher, and 60 hours of Program Management	6%	[2 of 34]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	6%	[2 of 34]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	50%	[17 of 34]
Provider has 20 or more hours of training	47%	[16 of 34]
Provider has 24 or more hours of training	41%	[14 of 34]

Retention

Median Number of Years Providing Care	8.1 years
Range for Number of Years Providing Care	0 - 36 years

Accreditation

0% of facilities are nationally accredited [0 of 34]

2016 Registered Family

Four Rivers Early Learning Hub

46 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	20%	[9 of 46]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	7%	[3 of 46]
Provider has a Step 9 or higher, and 60 hours of Program Management	0%	[0 of 46]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	15%	[7 of 46]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	33%	[15 of 46]
Provider has 20 or more hours of training	30%	[14 of 46]
Provider has 24 or more hours of training	24%	[11 of 46]

Retention

Median Number of Years Providing Care	7.7 years
Range for Number of Years Providing Care	2 - 29 years

Accreditation

0% of facilities are nationally accredited [0 of 46]

2016 Registered Family

Frontier Early Learning Hub*

3 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	XX	[XX]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	XX	[XX]
Provider has a Step 9 or higher, and 60 hours of Program Management	XX	[XX]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	XX	[XX]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	XX	[XX]
Provider has 20 or more hours of training	XX	[XX]
Provider has 24 or more hours of training	XX	[XX]

Retention

Median Number of Years Providing Care	XX years
Range for Number of Years Providing Care	XX

Accreditation

XX of facilities are nationally accredited [xx]

**Unable to report aggregate results due to the small number of facilities in this region*

2016 Registered Family

Lane Early Learning Alliance

143 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	15%	[22 of 143]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	6%	[9 of 143]
Provider has a Step 9 or higher, and 60 hours of Program Management	6%	[8 of 143]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	15%	[21 of 143]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	28%	[40 of 143]
Provider has 20 or more hours of training	22%	[31 of 143]
Provider has 24 or more hours of training	13%	[19 of 143]

Retention

Median Number of Years Providing Care	10.1 years
Range for Number of Years Providing Care	0 - 30 years

Accreditation

0% of facilities are nationally accredited [0 of 143]

2016 Registered Family

Marion & Polk Early Learning Hub, Inc.

248 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	13%	[31 of 248]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	6%	[16 of 248]
Provider has a Step 9 or higher, and 60 hours of Program Management	5%	[12 of 248]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	13%	[31 of 248]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	30%	[74 of 248]
Provider has 20 or more hours of training	27%	[68 of 248]
Provider has 24 or more hours of training	24%	[59 of 248]

Retention

Median Number of Years Providing Care	10.0 years
Range for Number of Years Providing Care	0 - 32 years

Accreditation

0% of facilities are nationally accredited [0 of 248]

2016 Registered Family

Northwest Regional Early Learning Hub

50 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	8%	[4 of 50]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	2%	[1 of 50]
Provider has a Step 9 or higher, and 60 hours of Program Management	2%	[1 of 50]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	8%	[4 of 50]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	28%	[14 of 50]
Provider has 20 or more hours of training	24%	[12 of 50]
Provider has 24 or more hours of training	20%	[10 of 50]

Retention

Median Number of Years Providing Care	7.1 years
Range for Number of Years Providing Care	0 - 32 years

Accreditation

0% of facilities are nationally accredited [0 of 50]

2016 Registered Family

South Coast Regional Early Learning Hub

32 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	9%	[3 of 32]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	3%	[1 of 32]
Provider has a Step 9 or higher, and 60 hours of Program Management	3%	[1 of 32]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	9%	[3 of 32]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	38%	[12 of 32]
Provider has 20 or more hours of training	31%	[10 of 32]
Provider has 24 or more hours of training	28%	[9 of 32]

Retention

Median Number of Years Providing Care	9.2 years
Range for Number of Years Providing Care	0 - 24 years

Accreditation

0% of facilities are nationally accredited [0 of 32]

2016 Registered Family

South-Central Early Learning Hub

69 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	17%	[12 of 69]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	10%	[7 of 69]
Provider has a Step 9 or higher, and 60 hours of Program Management	4%	[3 of 69]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	9%	[6 of 69]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	26%	[18 of 69]
Provider has 20 or more hours of training	23%	[16 of 69]
Provider has 24 or more hours of training	22%	[15 of 69]

Retention

Median Number of Years Providing Care	9.3 years
Range for Number of Years Providing Care	0 - 28 years

Accreditation

0% of facilities are nationally accredited [0 of 69]

2016 Registered Family

Southern Oregon Early Learning Hub

132 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	17%	[23 of 132]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	9%	[12 of 132]
Provider has a Step 9 or higher, and 60 hours of Program Management	3%	[4 of 132]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	11%	[15 of 132]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	32%	[42 of 132]
Provider has 20 or more hours of training	30%	[39 of 132]
Provider has 24 or more hours of training	27%	[36 of 132]

Retention

Median Number of Years Providing Care	8.3 years
Range for Number of Years Providing Care	0 - 35 years

Accreditation

0% of facilities are nationally accredited [0 of 132]

2016 Registered Family

Yamhill Early Learning Hub

43 facilities

Provider Step

	Percent of Facilities	
Provider has a Step 7.5 or higher	28%	[12 of 43]
Provider has a Step 8.5 or higher, and 30 hours of Program Management	16%	[7 of 43]
Provider has a Step 9 or higher, and 60 hours of Program Management	14%	[6 of 43]

Education

	Percent of Facilities	
Provider has a degree (Associates, Bachelors, or Higher)	19%	[8 of 43]

Training

Providers	Percent of Facilities	
Provider has 18 or more hours of training	26%	[11 of 43]
Provider has 20 or more hours of training	26%	[11 of 43]
Provider has 24 or more hours of training	16%	[7 of 43]

Retention

Median Number of Years Providing Care	13.2 years
Range for Number of Years Providing Care	0 - 26 years

Accreditation

0% of facilities are nationally accredited [0 of 43]