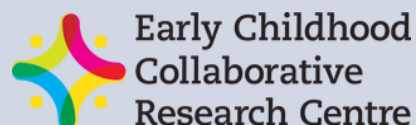


EARLY CHILDHOOD PROFESSIONAL WELL-BEING SURVEY

PRELIMINARY RESULTS APRIL 2023



SURVEY PURPOSE

We aimed to understand the well-being of early childhood professionals in Nova Scotia.

DATA COLLECTION

Recruitment posters with a link to the online survey were shared on social media and directly emailed to NS child care centres, Early Childhood Educator (ECE) associations, family home child care associations, and Nova Scotia Early Childhood Development Intervention Services (NSECDIS) Inclusion Coaches in November 2022.



PARTICIPANT DESCRIPTION

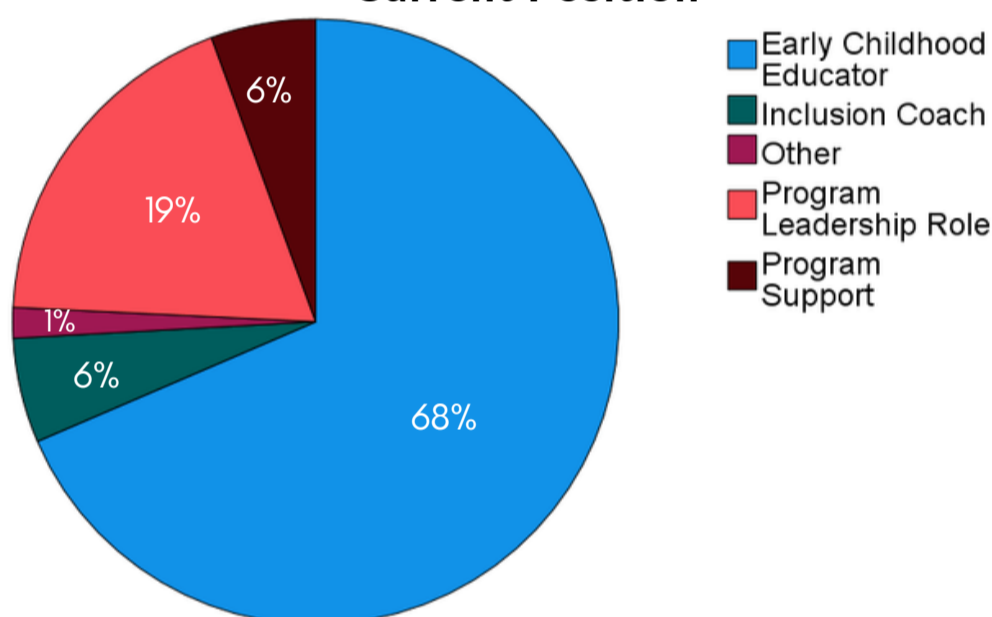


429 total responses from NS early childhood professionals.

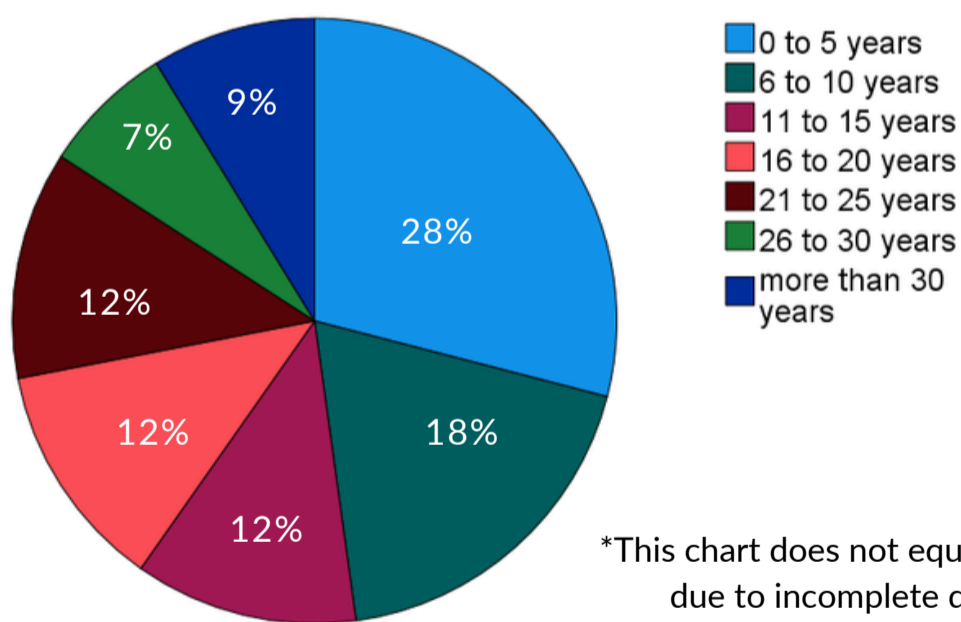


"I work in an amazing centre where staff and kids are first always, our director is amazing, and she supports all of us all the time."
- Program Support Staff

Current Position



Years of Experience as an Early Childhood Professional*

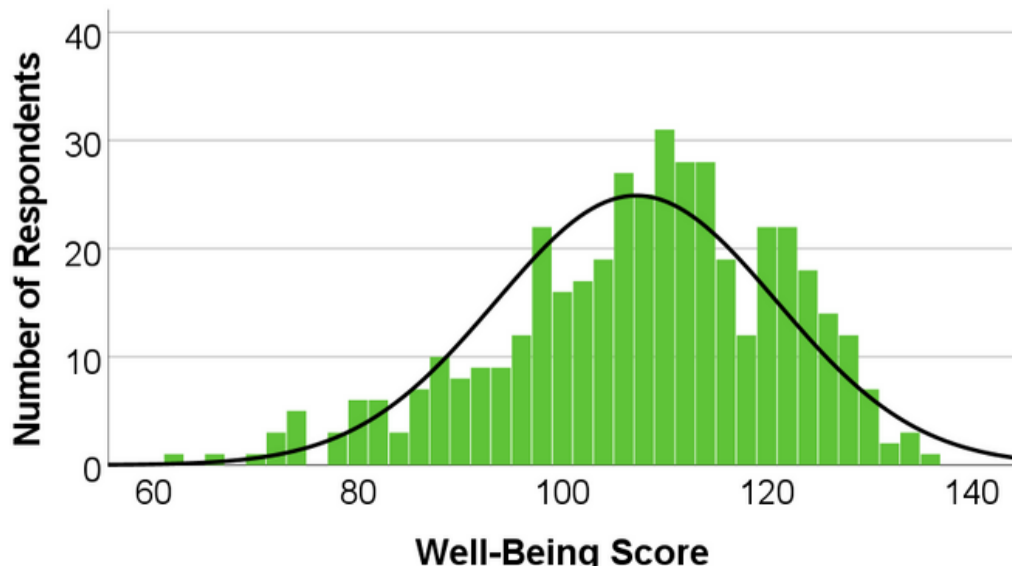


"Working long hours is causing burn out but I have no choice but to work from before open until close in order to support ratios and look after my educators' well-being." - Director

*This chart does not equal 100% due to incomplete data

OVERALL WELL-BEING SCORES

The scores represent the average well-being of Nova Scotia early childhood professionals, as determined by their responses to the ECPW-Q. The higher the score, the higher the professional well-being of an individual. The highest possible score to rank on the ECPW-Q is 135.



The average ECPW-Q score for the 429 Nova Scotia early childhood professionals who responded is 107.

EARLY CHILDHOOD PROFESSIONAL WELL-BEING QUESTIONNAIRE (ECPW-Q)

The survey used a validated measurement instrument called the ECPW-Q (McMullen et al., 2020) to score participants level of professional well-being. Overall well-being is the average score of early childhood professionals' responses to the items on the ECPW-Q.

McCormick et al. (2021) used an adapted version of the ECPW-Q to understand the professional well-being of 972 **Early Head Start/Head Start professionals across the United States**. The mean score on the ECPW-Q for this sample was **104**. **Nova Scotia's sample of early childhood professionals** was smaller at 429 in total, with a mean score of **107**.

NINE SENSES OF WELL-BEING

The items in the ECPW-Q covered nine senses of well-being including their sense of security, comfort, communication, self-respect, affinity, engagement, contribution, agency, and efficacy (McMullen et al., 2020). Early childhood professional well-being (ECPW) is located at the meeting point when these senses are felt by an individual.



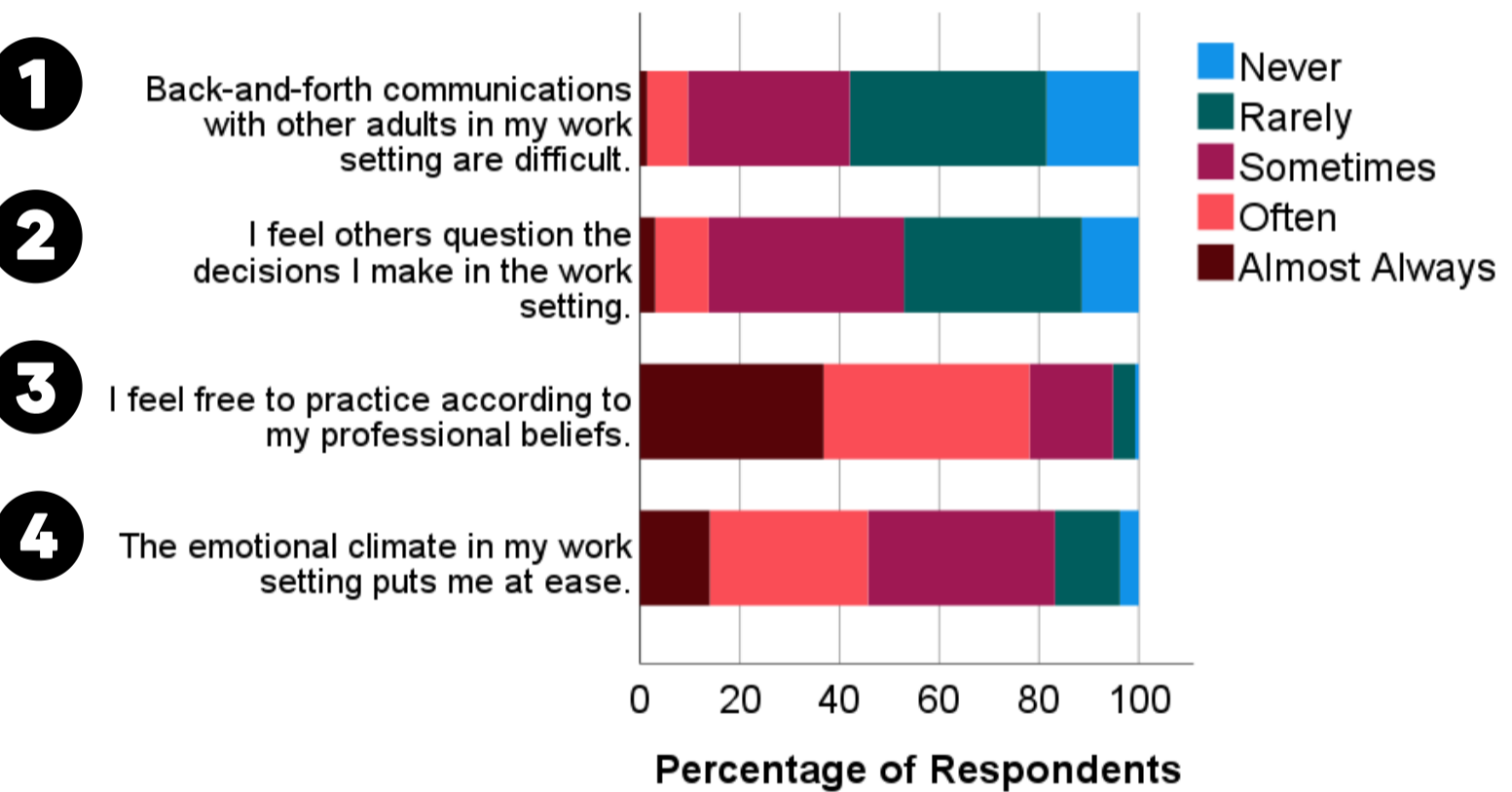
SAMPLE OF SCALE ITEM RESULTS

Below are the distribution of responses to four of the items from the ECPW-Q. These items are reflective of the interpersonal and environmental factors in the early childhood education environment. The items fall under nine different senses of well-being.

Item 1 on the graph represents respondents' **sense of communication** in their workplace.

Items 2 and 3 represent respondents' **sense of agency** in their workplace.

Item 4 represents respondents' **sense of comfort** in their workplace.



"I think my well-being is mainly always great. I am where I am meant to be." - ECE

MOVING FORWARD WITH ADDITIONAL SUPPORTS

While the ECPW-Q scores of early childhood professionals in the province were relatively positive, their descriptions of their current state of well-being implied that they are in need of supports such as:

- Better financial compensation and recognition of the value of their work.
- Increased resources (e.g., extra staff, time to debrief with colleagues) to better support children's play, learning, and behaviours. These may also help ECEs to develop stronger relationships with their colleagues and children and decrease their feelings of burnout.
- Better retention and recruitment of qualified staff to address current shortages in centres/programs, supporting ECE's with work/life balance (reduced overtime, workload and long shifts).

"Being an early childhood educator is the most rewarding thing I've done to feel fulfilled in my life, but it is a struggle financially to live without stress and worry." - ECE

For more information, please contact us through our social media or website.



[eccrc_msvu](#)



[eccrc_msvu](#)



[ECCRCmsvu](#)



msvu.ca/eccrc