Program Profile:
Child Care Center – Director Interview Questions

EA Standards	Final Questions	Type of Question
My Story	1.What motivates you to work in Early Childhood Education (ECE)?	Open-ended
My Story	2.What brings you joy when you are working with children?	Open-ended
My Story	3. What is your program's greatest accomplishment this year?	Open-ended
My Story	4. What is one goal you hope to accomplish in the next year?	Open-ended
My Story	5. What are your long-term professional development goals?	Open-ended
Child Outcomes	6. What developmental screening do you use? (Check all that apply) a. Ages and Stages Questionnaire (ASQ) b. CDC c. Denver II d. Developmental Indicators for the Assessment of Learning (DIAL) e. None f. Other (comment box)	Multiple choice

Child Outcomes	7. How do you track if children are reaching developmental milestones? (Check all that apply) a. Formal Assessments (Purchased assessments or Aligned assessments) b. Informal Assessments (Portfolios, Work Samples, Anecdotal Notes, Pictures, Checklists or Self-made assessments) c. Developmental milestones are not formally tracked d. Other (comment box)	Multiple choice
Child Outcomes	8. How are you supporting positive child outcomes in your program? (Check all that apply) a. Developmental screenings b. Talking with families about developmental concerns c. Ongoing assessments d. Observation and documentation e. Planning activities for individual children's needs f. Family partnership to support children´s individual needs g. None	Multiple choice
Child Outcomes	9. Please select all the items you would like additional support with. (Check all that apply) a. Developmental screenings b. Talking with families about developmental concerns c. Ongoing assessments d. Observation and documentation e. Planning activities for individual children's needs f. Family partnership to support children´s individual needs g. None	Multiple choice
Child Outcomes	10. Do you have children enrolled in your program with an identified disability?	Y/N

Child Outcomes	11. What would you like support in around working with a child with an identified disability? (Check all that apply) a. Talking with parents b. Peer support c. Adapting the environment d. Adapting the schedule or routines. e. N/A	Multiple choice
Interactions and Curriculum	12. What curriculum is used by your program? a. Butterflies and Buttercups b. Creative Curriculum c. Emergent Curriculum (self-made curriculum) d. High Scope e. Montessori f. Mother Goose g. No curriculum is used h. Other (comment box)	Multiple choice
Interactions and Curriculum	13. Which of the following do you do to lead your staff in professional development on-site (Check all that apply) a. I do not supervise staff b. Mentor c. Conduct observations d. Encourage reflection e. Team building f. Support staff goals g. None h. Other (Comment box)	Multiple choice
Interactions and Curriculum	14. Which of the following do you do to prevent suspension or expulsion of a child? (Check all that apply) a. Writing program policies b. Work with families to develop behavior support plans c. Provide training for staff to promote social and emotional growth d. Access to mental health consultation e. Connecting with community resources f. None of the above g. Other (Comment box)	Multiple choice

Interactions and Curriculum	15. Please select the items you would like additional support with to prevent suspension or expulsion of a child. (Check all that apply) a. Writing program policies b. Work with families to develop behavior support plans c. Provide training for staff to promote social and emotional growth d. Access to mental health consultation e. Connecting with community resources f. None of the above	Multiple choice
Family Engagement and Partnership	16. How do you set up welcoming environments for families (Including but not limited to LGBTQIA+ children and families, families of different cultures/religions/races, families whose home language is different than your own)?	Open-ended
Family Engagement and Partnership	17. Share how you promote equity by making sure every child and adult in your program gets what they need to be successful, even if some appear to get more. For example, one child may need more practice to learn a skill before moving on to the next skill and gets that individual support rather than having to move forward with the rest of the class.	Open-ended
Family Engagement and Partnership	18. Do you have Anti-racist policies in place? (Anti-racist means the "active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.")	Open-ended
Family Engagement and Partnership	19. What methods and/or materials are used to promote acceptance of diversity in your program?	Open-ended

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Family Engagement and Partnership	20. What transition supports do you have in place for children and families? (Check all that apply) a. Classroom to classroom b. Entering program c. Leaving program d. Kindergarten e. None f. Other (comment box)	Multiple choice
Family Engagement and Partnership	21. Do you assist families who may need community resources?	Open-ended
Family Engagement and Partnership	22. Please select all the items you would like additional support with. (Check all that apply) a. Including Anti-racist policies b. Promoting acceptance of diversity in your program c. Supporting families during transitions d. Creating welcoming environments e. Including home language and culture f. Promoting equity g. Connecting to community resources h. None	Multiple choice
Professional Development	23. What type of professional development trainings would you like to attend? (Check all that apply) a. Anti-Bias b. COVID-19 routines c. Curriculum d. Diversity and/or Equity e. Improving child care environment f. Improving child interactions g. Mental health & Well-being h. Positive behavior supports i. Program finances j. Program leadership k. Quality business practices l. Supporting school-age children m. Trauma awareness n. None of the above	Multiple choice

Professional Development	24. Which of the following business practices would you like support in? (Check all that apply) a. Full enrollment b. Bulk purchasing c. Payroll d. Health benefits e. Automated billing f. None of the above	Multiple choice
Professional Development	25. What support do you hope to receive from this process to help your program grow and improve? (Check all that apply) a. Additional coaching for classrooms b. Improve teacher-child interactions c. New professional development ideas for staff d. Strengthen family partnerships e. Business practices f. None of the above	Multiple choice
Feedback	26. Do any of the children in your care participate in distance learning?	Closed yes-no
Feedback	27. Do you need help supporting families with their children's online learning?	Closed yes-no
Feedback	28. Do you have any additional comments?	Open-ended
Optional - System Questions	29. What race(s) do you consider yourself? (Check all that apply) a. Black or African American b. White c. Asian d. American Indian e. Alaska Native f. Native Hawaiian or other Pacific Islander g. Prefer not to answer h. Other (comment box)	Multiple Choice
Optional - System Questions	30. Are you Hispanic or Latino?	Y/N

Optional - System Questions	31. What is your home language? (Home language: The language spoken at home. It is sometimes called the first, native or primary language). a. Arabic b. English c. Farsi d. Russian e. Somali f. Spanish g. Mandarin h. Cantonese. i. Vietnamese j. Other (comment box)	Multiple Choice
Optional - System Questions	32. What is your experience with Early Achievers? a. Negative b. Neutral c. Positive	Multiple choice
Optional - System Questions	33. How do you feel about the changes in Early Achievers?	Open-ended
Optional - System Questions	34. How likely are you to recommend Early Achievers to your friend or colleague? a. Not likely b. Somewhat likely c. Very likely	Multiple Choice
Optional - System Questions	35. Do you have any comments or suggestions about the interview? Please share your ideas with us.	Open-ended