

Informed Consent Agreement:

Please read this consent agreement carefully before you decide to participate in the survey.

Overview of Key Info:

- **What:** Take a 15-minute survey. You may only take the survey once.
- **Why:** To help MSDE better understand the factors that affect the stability and satisfaction of early childhood educators.
- **To Thank You:** All survey completers will instantly receive a \$25 electronic gift card after the survey to thank you for your time. Survey completers will also be entered into a lottery for an additional \$50 gift card (1 in 50 survey respondents will win). See additional detail, below.
- **Risks of the Study?** We do not anticipate any risks from taking the survey.
- **Is This Voluntary?** Yes, the survey is completely voluntary. You may choose to stop taking the survey at any time. You also have the right to withdraw from the study at any time without penalty (see how, below).
- **Identifying information collected:**
 - We will ask you to confirm your contact information (name, phone number, email, and employment site). Changes in contact information may be provided to MSDE to update their existing contact records.
 - We will never share your individual responses to other survey questions with anyone outside the UVA study team. This includes MSDE, employers, or other survey participants.
 - No individual employees, employers, or sites will be identifiable when we summarize and share survey results publicly.
- **Who Can Complete the Survey:**
 - Current employees at licensed MSDE child care providers
 - who teach or care for children aged 0 to 5 (before Kindergarten).
- **Survey Focus:** The survey asks early childhood educators about their site/program, the kinds of children they serve, challenges to teaching, professional development, staffing, compensation, and other factors that may relate to site/program satisfaction. The survey also includes demographic questions and questions about participants' well-being.
- **Reminders:** You may receive reminders to complete your survey via email and/or text message. Standard messaging rates may apply. You may opt out of these communications at any time by texting or emailing STOP in reply.

Additional, Detailed Information About the Study

- **Benefits:** There are no direct benefits to you for participating in this research study. However, the information collected through the survey may help the Maryland State Department of Education understand more about the experiences of the child care workforce in Maryland, which may help them provide useful supports to early childhood educators and other child care providers.
- **Confidentiality:** The information you share through the survey will be handled confidentially. Your information will be assigned a code number, which may be used to connect this survey to other Maryland Child Care Workforce surveys you will be invited to complete or to existing state administrative data. The list connecting your name to this code number will be kept in a secure database. When the study is completed and the data have been analyzed, this list will be destroyed. All information from this study will be reported in the aggregate, and your name or information will not be reported to your employer, community, state, or any other agency in any way that may identify you.

- **Right to withdraw from the study:** You also have the right to withdraw from the study at any time without penalty.
- **How to withdraw from the study:** If you want to withdraw from the study, you can exit the survey at any point. If you would like to withdraw after your survey has been submitted, please notify the researcher at mdccstudy@virginia.edu. Your collected data will be destroyed upon request.
- **Payment:** You will receive a \$25 electronic gift card, provided by [TangoCard](#). You will have the option to choose either a Mastercard cash card, or a gift card to Amazon, Target, or Walmart. Gift cards will be provided electronically over email. You will be given the option to receive a physical gift card via regular mail. You can view Tango Reward Gift Card FAQs [here](#). In addition to the \$25 electronic Tango gift card, you will also be entered into a lottery for an additional \$50 Tango gift card (1 lottery entry per participant). Approximately 1 in 50 survey respondents will receive the additional \$50 gift card. The raffle will be held after the survey closes (you will receive an email before the raffle takes place). In the event that you are eligible to receive more than \$100 in Tango gift cards from the UVA research team in 2023, you may be asked to provide your social security number for University tax reporting purposes.
- **Using Survey Data:** We will aggregate the data collected in this survey above the site level to large categories such as “Large Family Child Care Home” or “Child Care Center.” This will ensure that your identity could ever be inadvertently identified. The UVA research team will provide MSDE with any updated contact information (i.e., name, email address and phone number) from this survey to replace that they have on file; however, this contact information will not be linked with your other survey responses.

If you have questions about the study, contact:

Allison Atteberry, Ph.D.
Associate Professor, University of Virginia
Ridley Hall 274
PO Box 400879
Charlottesville, VA 22904
Telephone: (434) 297-9463
Email: mdccstudy@virginia.edu

To obtain more information about the study, ask questions about the research procedures, express concerns about your participation, or report illness, injury or other problems, please contact:

Tonya R. Moon, Ph.D.
Chair, Institutional Review Board for the Social and Behavioral Sciences
One Morton Dr. Suite 500
University of Virginia, P.O. Box 800392
Charlottesville, VA 22908-0392
Telephone: (434) 924-5999
Email: irbsbshelp@virginia.edu
Website: www.virginia.edu/vpr/irb/sbs
UVA IRB-SBS # 5536

Agreement: If you would like to download a copy of the consent form, you may do so [here](#). You may print out a copy of this consent for your records.

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