



Dimension 1: Economic Security

Examines the dependability of workplace pay and benefit policies (e.g., receiving paid time for work responsibilities and professional development) and the degree to which teaching staff worry about financial security (e.g., their ability to afford food for their families, housing, and retirement costs).

Instructions

1. Read the description of this dimension.
2. Review the sample results from SEQUAL studies.
3. Think about the personal reflection questions.
4. Engage with your group on the discussion questions.

Sample SEQUAL results:

- Three-quarters of teaching staff (75 percent) agreed or somewhat agreed that they worry about having enough money to pay their families' monthly bills, and 70 percent agreed or somewhat agreed that they worry about paying their housing costs or paying for routine health care costs for themselves and their families.
- Many teaching staff worried about job security, although at slightly lower levels than about their basic living expenses:
 - Forty-four percent of teaching staff agreed or somewhat agreed that they worry about getting laid off or having their job benefits reduced.
 - Forty percent of teaching staff agreed or somewhat agreed that they worry about being sent home without pay if child attendance is low or their program has an unexpected closure;
 - Slightly fewer (35 percent) reported worry about having their hours at work reduced.
- Only one-half of teaching staff agreed that they could depend on receiving a pay raise if they complete a degree (53 percent) or were promoted to a position with more responsibility (51 percent).

Personal Reflections:

1. What are some of the concerns you have about your economic well-being?
2. Do any of these concerns contribute to your stress level? Have any of these affected your ability to focus on your work?

Discussion Questions:

1. How do concerns about economic well-being affect early educators' ability to focus their attention on their jobs and the children in their care?
2. How does one's perceptions on job security (i.e. being laid off or having hours reduced) affect one's job performance?