Summary: ELCA Schools and ECE Centers Survey 2005-2006

Research and Evaluation, ELCA
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ELCA Schools and Early Childhood Ministries is collecting summary statistics annually from ELCA schools and early childhood education (ECE) centers. This data is important for describing and sharing information about ELCA schools and ECE centers, including their diverse enrollment and evangelism opportunities.

The 2005-2006 survey is the third annual survey and this report summarizes primarily the results from the 2005-2006 survey. It was changed, slightly, from the previous two surveys in response to issues associated with reporting those in a Pre-Kindergarten status and with using the Internet to complete the survey. Both verbal and written comments indicate that many people thought these changes made the survey easier to complete.

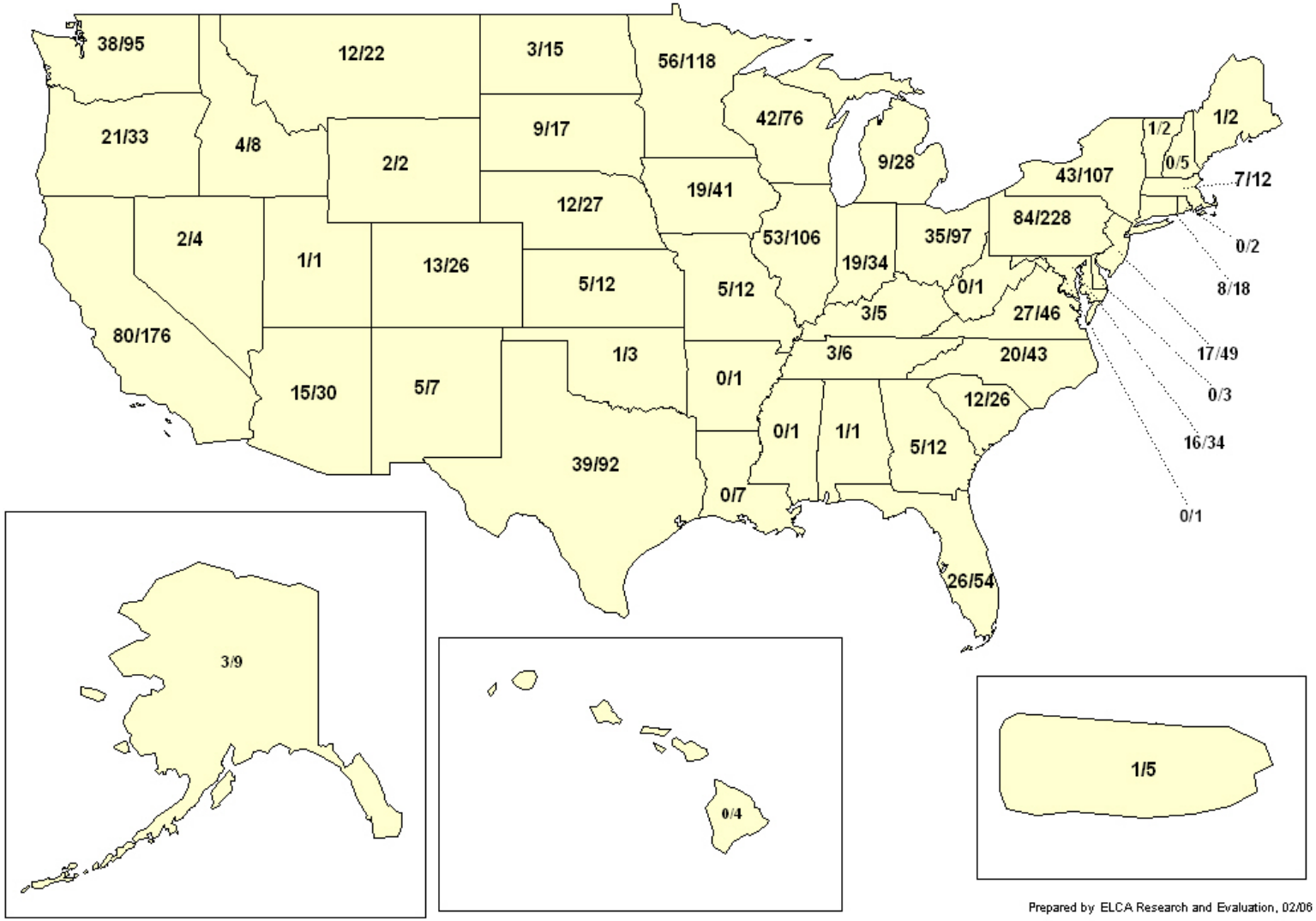
A total of 1,730 surveys were mailed and 778 completed surveys were returned for a 45 percent response rate. This compares to a 50 percent response rate last year and a 55 percent response rate for the 2003-2004 survey. Although the overall response rate decreased again this year, the Internet response rate increased substantially. There were 451 completed surveys via the Internet (58%) compared to 327 that completed surveys using paper (42%). Last year, the Internet response rate was 21 percent and the year before it was 39 percent.

A higher Internet response rate was a high priority for ELCA Schools and Early Childhood Ministries because of the decreased need for data entry when the survey is completed via the Internet. This increase was achieved by using new Internet survey software and a different mailing system that encouraged survey completion using the Internet.

As shown in Figure 1, responses came from nearly every state and from Puerto Rico. On the map, the first number in each state represents the total number of completed surveys received and the second number indicates the total number of ELCA schools or ECE centers known to be located in the state. Because of the devastation caused by Hurricane Katrina, no surveys were sent to the seven facilities in Louisiana. States with the highest number of schools and ECE centers include Pennsylvania, California, Minnesota, New York, and Illinois.

There are significantly more ELCA ECE centers than schools across the country. Consequently, the majority of responses were received from ECE centers. Response categories are provided in terms of enrollment level: in general, Birth - PreK enrollment is associated with an ECE center and Grades K - 12 enrollment is associated with a school. Of the 778 completed surveys, 749 were from ECE centers with Birth - PreK enrollment and 160 were from schools with K - 12 enrollment. (131 facilities have enrollments from both levels.)

Figure 1: Responses by State
Showing the Number of Centers or Schools Responding and the Total Number of Centers or Schools in Each State



Prepared by ELCA Research and Evaluation, 02/06

Specifically, responses by enrollment level were:

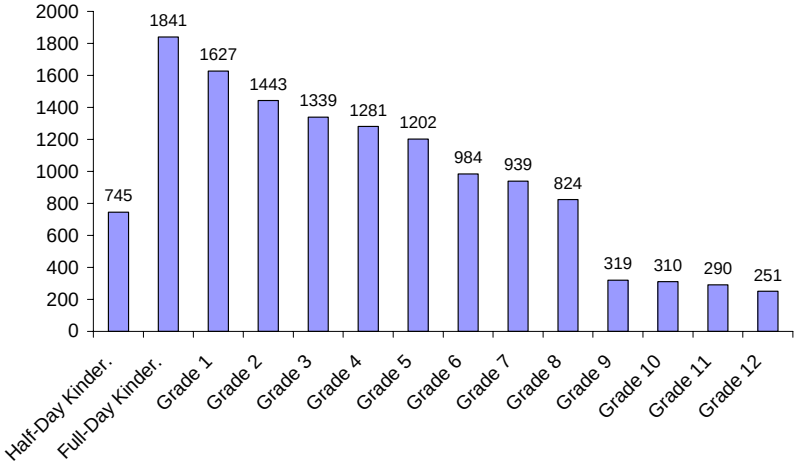
Birth-Pre-Kindergarten only (Birth-PreK):	618
Birth-Pre-Kindergarten (Birth-PreK) and Kindergarten-Grade 5 (K-5):	92
Birth-Pre-Kindergarten (Birth-PreK) and Kindergarten-Grade 8 (K-8):	35
Birth-Pre-Kindergarten (Birth-PreK) and Kindergarten-Grade 12 (K-12):	4
Kindergarten-Grade 5 (K-5):	6
Kindergarten-Grade 8 (K-8):	19
Grade 9-Grade 12 (9-12):	2
Kindergarten-Grade 12 (K-12):	2
	778

A copy of the survey responses is attached to this report. What follows is a summary of the data that was reported.

Student Enrollment and Types of Programs

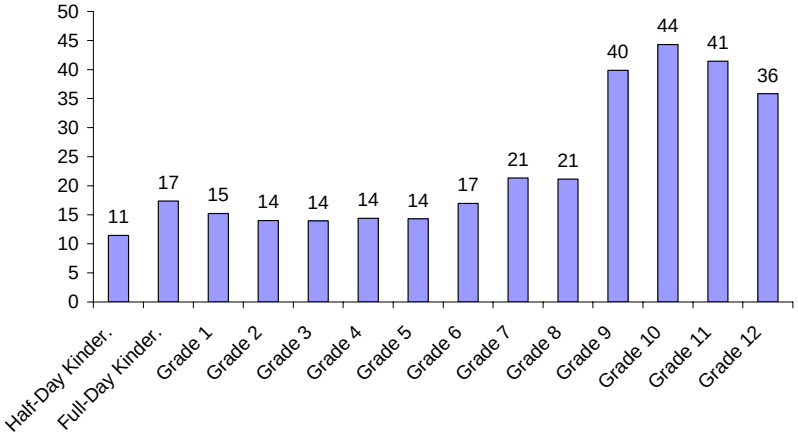
Student enrollment for Kindergarten through Grade 12 was reported at 13,395. As shown in Figure 2, the lower grade levels show the highest total enrollment reported. This is not surprising given that there are more schools serving the lower grades than the higher grades.

Figure 2: Total Number of Students by Grade Level



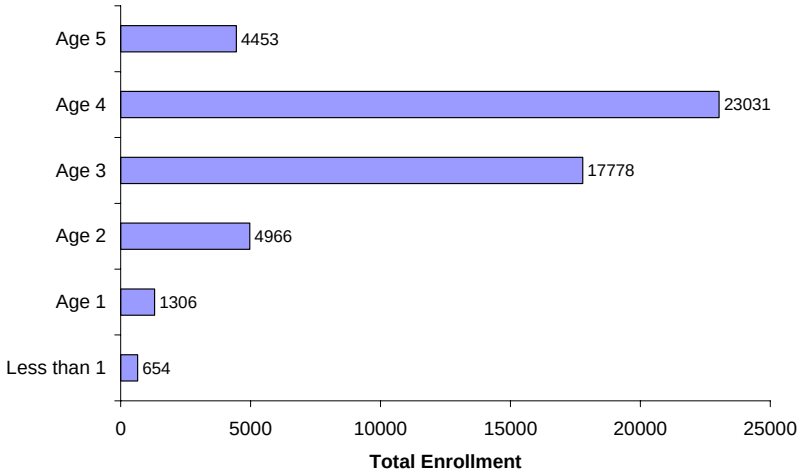
The survey does not ask respondents to list the total number of classes offered for each grade level, so it is not possible to calculate the average class size. However, for the responding schools, Figure 3 shows the average number of students at a school for each grade level from Kindergarten through Grade 12. These number indicate that, on average, there are fewer than 20 students total in each of the grades from Kindergarten through Grade 6 at ELCA schools.

Figure 3: Avergae Number of Students per School by Grade Level



ECE centers also reported enrollment totals, by age, for children from birth through age five. ECE centers reported a total of 52,188 children enrolled. As shown in Figure 4, the largest enrollments for ECE centers are for ages three and four.

Figure 4: Enrollment by Age



ECE centers were asked to indicate the type of care/programs they provide. Nearly 100 percent indicate they provide preschool programs as compared to 12 percent and 29 percent that provide infant care and toddler care programs, respectively. Also, ECE centers report various months of operation, though most report operating for either nine months (57 percent) or 12 months (27 percent).

All respondents—ECE centers and schools—were asked about Before and After School Care programs. For ECE centers, 20 percent report providing Before School Care programs and 22 percent report providing After School Care programs. These percentages are much higher for all schools with any enrollments of Kindergarten through Grade 12. For all schools, 59 percent report providing Before Schools Care programs and 68 percent report providing After School Care programs.

With respect to congregational affiliation, many respondents are affiliated with just one ELCA congregation, as shown in Table 1. However, Table 1 also shows that 10 percent of schools with any enrollments of Grades K - 12 are separately incorporated through the state of operation.

Table 1: Affiliation

Type of Affiliation	ECE Centers* *(Birth - PreK Enrollments)*	Schools* *(Grades K - 12 Enrollments)*
Affiliated with one ELCA congregation	91%	84%
Affiliated with at least one ELCA congregation and one or more other entities	2%	4%
Separately incorporated through the state of operation	5%	10%

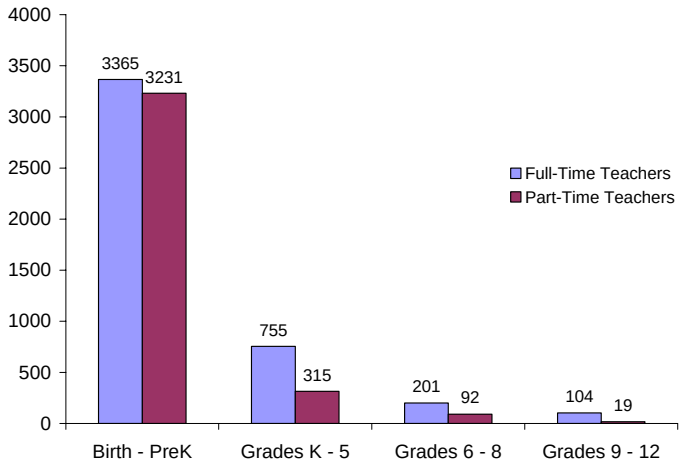
*Not all respondents answered this question

As for accreditation, 9 percent of ECE centers and 15 percent of schools report accreditation from ELEA (Evangelical Lutheran Education Association); 9 percent of ECE centers and 8 percent of schools report accreditation from NAEYC (National Association for the Education of Young Children).

Number of Teachers

Figure 5 shows the number of full- and part-time teachers reported by enrollment level. The ECE centers employ the most teachers, both full- and part-time, with a total of 6,596 teachers reported. Grades 9 - 12 report the highest percentage of full-time teachers with 85 percent of their 123 teachers reported as full-time.

Figure 5: Number of Teachers by Enrollment Level



The total number of teachers reported across all enrollment levels was 8,082. It is important to note that some of these teachers may have been counted more than once if they teach in multiple enrollment levels.

Teachers with one to five years of teaching experience in Lutheran settings make up the highest percentage for all teachers across all enrollment levels, as shown in Figures 6 and 7. The higher grade levels have the highest percentage of teachers with more than 20 years of experience.

Figure 6: Teacher Experience for Birth - PreK Enrollment

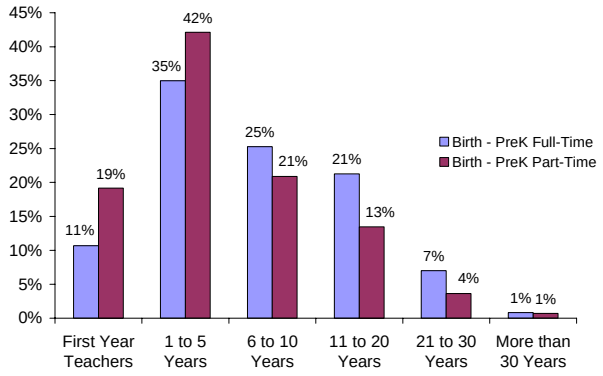
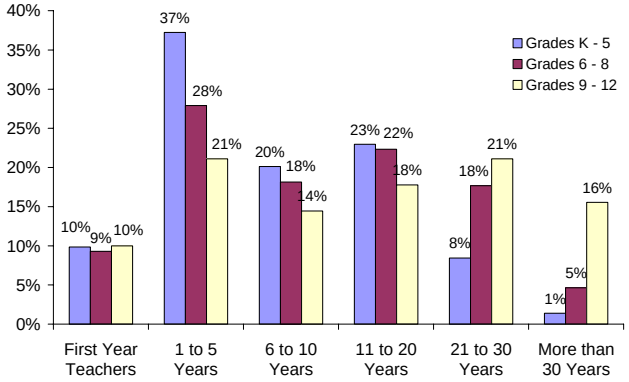


Figure 7: Teacher Experience for Grades K - 12 Enrollment



Race and Ethnicity

Data regarding race and ethnicity was reported both for student and for teachers. However, not all ECE centers and schools reported data for these questions, and some indicated they do not collect this data. This data is important to ELCA Schools and Early Childhood Ministries because it represents a way to assess its outreach to people of color and those for whom English is not a first language. This data illustrates the extent of racial and ethnic diversity present among students and among teachers.

Figures 8 through 12 show the reported percentages for students and Figures 13 through 17 show the reported percentages for teachers. Overall, for both students and teachers, White is the majority race/ethnicity.

As shown in Figures 8 through 12, ELCA schools have a higher percentage of diversity among students than do ECE centers, primarily because of higher percentages of Asian/Pacific Islander and Hispanic/Latino enrollments.

Figure 8: Student Race/Ethnicity for Birth - PreK Enrollment

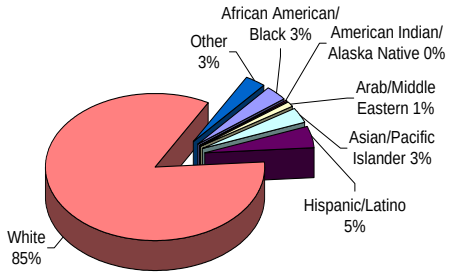


Figure 9: Student Race/Ethnicity for Grades K - 5 Enrollment

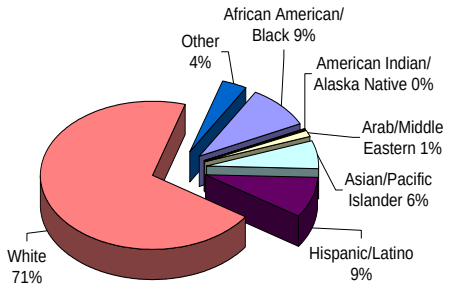


Figure 10: Student Race/Ethnicity for Grades 6 - 8 Enrollment

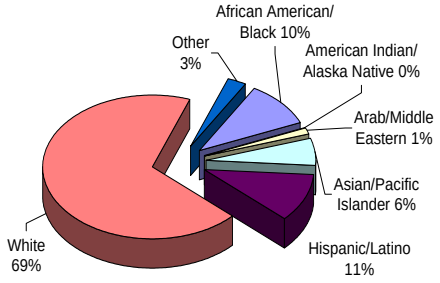


Figure 11: Student Race/Ethnicity for Grades 9 - 12 Enrollment

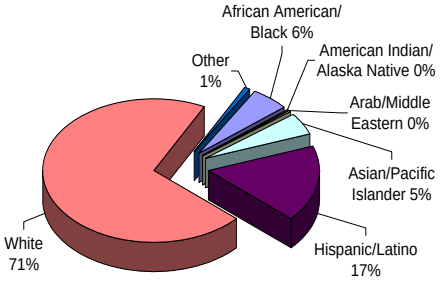
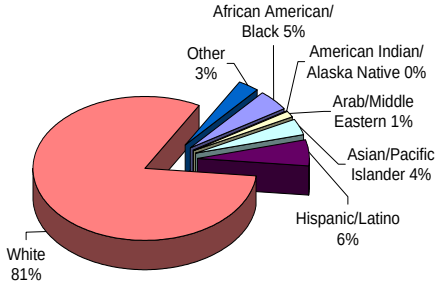


Figure 12: Student Race/Ethnicity for All Enrollment Levels



As shown in Table 2, individual ECE centers and schools report diversity as well, especially in Grades K - 8.

Table 2: Diversity by Race/Ethnicity for Individual Facility Enrollment

Enrollment Level	Total Number of Facilities Reporting Student Race/Ethnicity Data	Percent of Enrollment that is Less than 90% White	Percent of Enrollment that is Less than 50% White
Birth - PreK	722	45%	11%
Grades K - 5	149	64%	19%
Grades 6 - 8	53	66%	26%
Grades 9 - 12	7	57%	14%

Student populations are more diverse in terms of race and ethnicity than are the teacher populations. Figures 13 through 17 show that the highest percentage of teachers that are people of color or those for whom English is not a first language is in the Grades K - 5 enrollment level with 16 percent.

Figure 13: Teacher Race/Ethnicity for Birth - PreK Enrollment

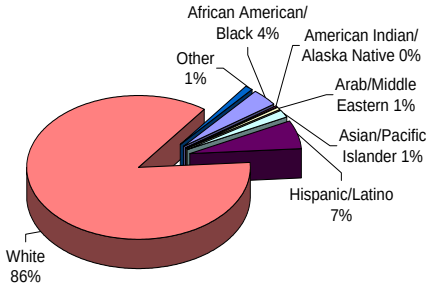


Figure 14: Teacher Race/Ethnicity for Grades K - 5 Enrollment

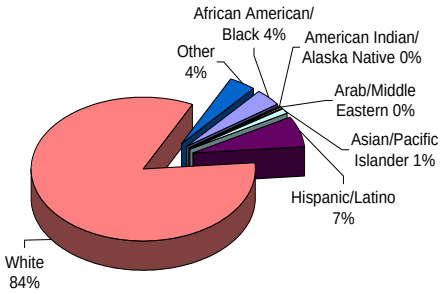


Figure 15: Teacher Race/Ethnicity for Grades 6 - 8 Enrollment

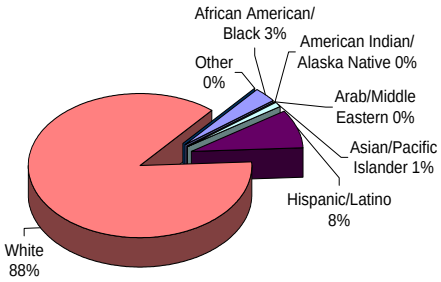


Figure 16: Teacher Race/Ethnicity for Grades 9 - 12 Enrollment

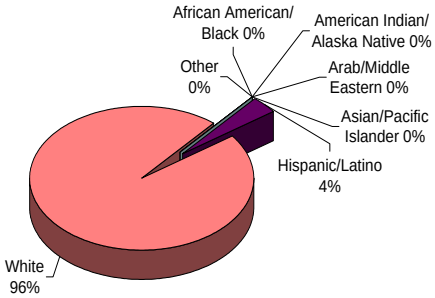
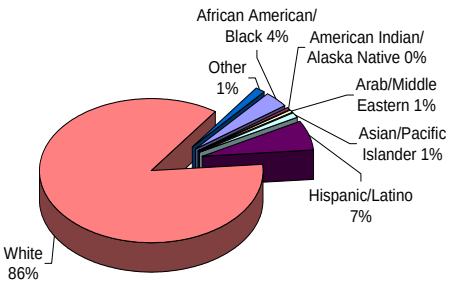


Figure 17: Teacher Race/Ethnicity for All Enrollment Levels



Church Membership

Data regarding church membership was reported for both students and teachers. However, not all ECE centers and schools reported data for these questions, and some indicated they do no collect this data. This data is important to ELCA Schools and Early Childhood Ministries because it represents a way to assess its outreach among those with no church membership. Figures 18 through 22 show the reported percentages for students, and Figures 23 through 27 show the reported percentages for teachers.

Figure 18: Student Church Membership for Birth - PreK Enrollment

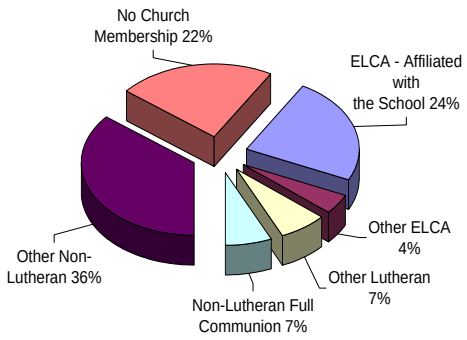
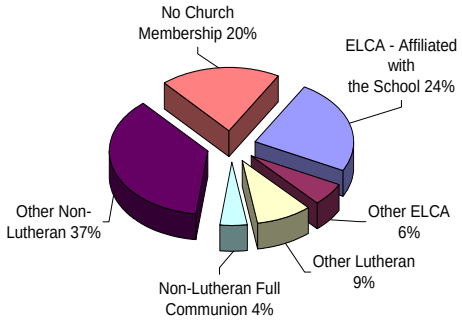


Figure 19: Student Church Membership for Grades K - 5 Enrollment



For the reported student population, the responses show a range from 16 to 22 percent with no church membership. The responses also show that as the enrollment level increases with age, the total percentage of students who are Lutheran increases, from 35 percent in Birth - PreK enrollment to 55 percent in Grades 9 - 12 enrollment. The category of "Other Lutheran" is high in Grades 9 - 12 enrollment (23 percent) relative to the other enrollment levels. This would be expected given the cooperation of high schools with the Lutheran Church Missouri Synod (LCMS).

Figure 20: Student Church Membership for Grades 6 - 8 Enrollment

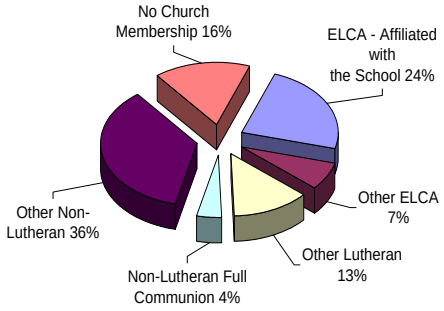


Figure 21: Student Church Membership for Grades 9 - 12 Enrollment

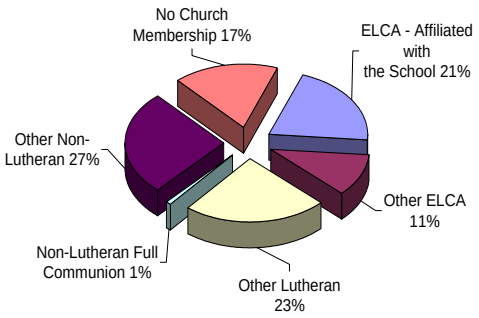
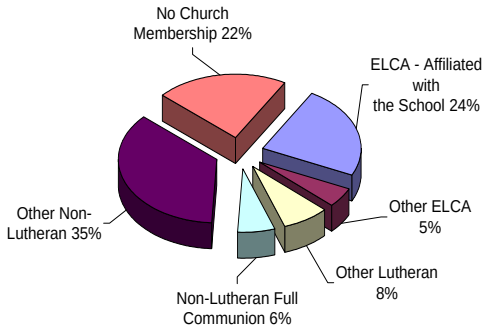


Figure 22: Student Church Membership for All Enrollment Levels



For teachers, the reported percentage with no church membership is smaller than for students. The category of "Other Lutheran" is, again, high in Grades 9 - 12 enrollment (58 percent) relative to the other enrollment levels. As with the reported student population, this would be expected among teachers given the cooperation of high schools with LCMS.

Figure 23: Teacher Church Membership for Birth - PreK Enrollment

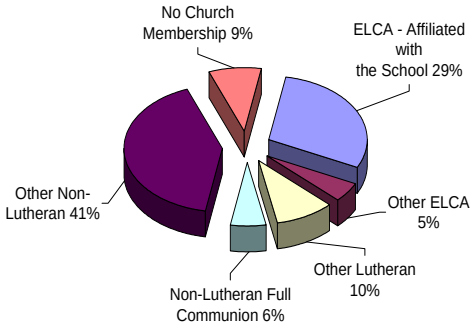


Figure 24: Teacher Church Membership for Grades K - 5 Enrollment

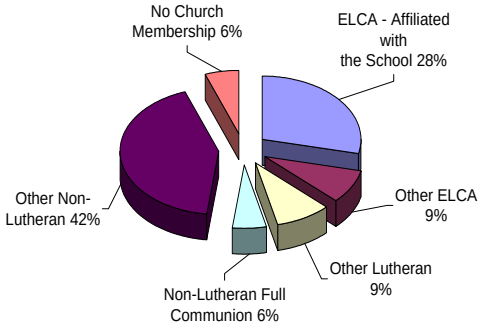


Figure 25: Teacher Church Membership for Grades 6 - 8 Enrollment

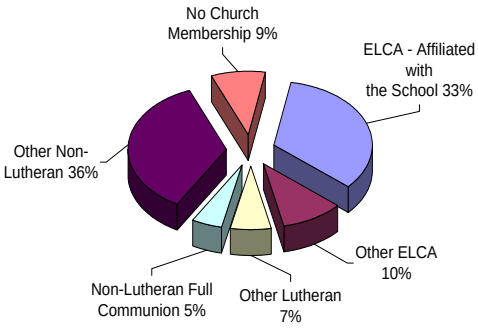


Figure 26: Teacher Church Membership for Grades 9 - 12 Enrollment

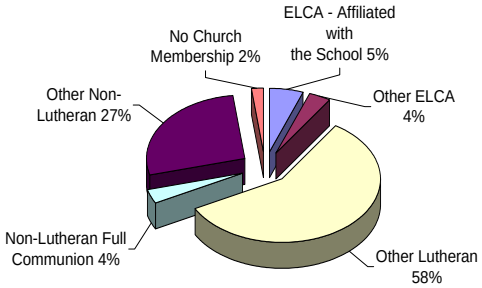
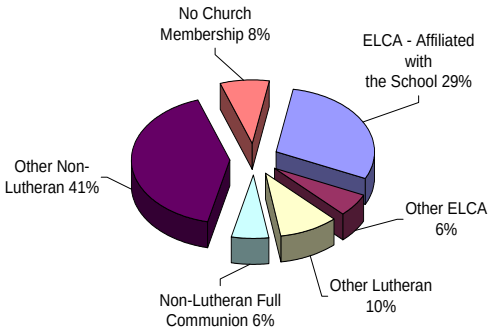


Figure 27: Teacher Church Membership for All Enrollment Levels



ECE centers and schools were also asked to estimate the total number of members brought into the facility's sponsoring congregation as the result of the children attending the facility during the past year (September 2004 through September 2005). Many ECE centers and schools did not provide data for this question. Of those that did report, most reported between one and 10 new members. Table 3 shows that a total of 427 ECE centers and schools reported a total of 3,383 new members.

Table 3: New Members Resulting from Child/Student Enrollment

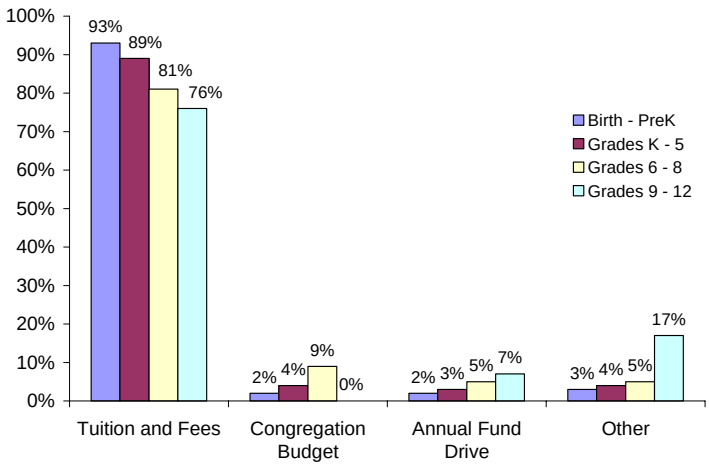
Enrollment Level	Number of Facilities Reporting	Total Number of New Members	Average Number of New Members per Enrollment Level
Birth - PreK	368	2,387	6
Grades K - 12	59	996*	17*
TOTAL	427	3,383	

*One school reported 460 new members. The average for the other 58 schools is 9.

Funding and Tuition

On average, all ECE centers and schools report that the majority of their funding comes from Tuition and Fees. However, as shown in Figure 28, this percentage decreases as the enrollment age level increases—from a high of 93 percent for Birth - PreK enrollment to a low of 76 percent for Grades 9 - 12 enrollment.

Figure 28: Funding Sources by Enrollment Level



ECE centers were asked to provide tuition information. Table 4 shows the median tuition amounts by age level and by various timeframes used for collecting tuition. The median is the exact middle of the range of data reported for that age level and timeframe. All values of '0' were removed from the calculation since it could not be determined if '0' was reported as a response or because there were no tuition amounts for that category. Medians are used instead of averages to provide amounts that are not as affected by extremely high or extremely low data that is reported.

Table 4: ECE Center Median Tuition

Infants *(< age 1)*	**Tuition per Hour**	**Tuition per Week**	**Tuition per Month**	**Tuition per Year**
Part-time *(<20 hrs/wk)*	$6.00	$119.00	$430.00	$7,850.00
Full-time *(>20 hrs/wk)*	$3.80	$165.00	$687.00	$8,100.00
Toddlers *(ages 1 and 2)*				
Part-time *(<20 hrs/wk)*	$5.20	$97.50	$145.00	$765.00
Full-time *(>20 hrs/wk)*	$3.35	$143.50	$580.00	$7,110.00
Part-Time Preschool *(ages 3 and up, less than 3 hours per day)*				
Two Days per Week	$4.25	$42.00	$90.00	$770.00
Three Days per Week	$4.60	$60.50	$120.00	$1,027.50
Four Days per Week	$4.60	$88.00	$179.50	$1,647.00
Five Days per Week	$4.00	$97.50	$250.00	$2,565.00
Full-Time Preschool *(ages 3 and up, more than 3 hours per day)*				
Two Days per Week	$4.00	$65.50	$203.50	$1,935.00
Three Days per Week	$4.00	$93.00	$255.00	$2,616.50
Four Days per Week	$3.25	$120.00	$384.00	$4,008.00
Five Days per Week	$4.48	$130.00	$459.50	$3,730.00

Respondents were also asked to provide the tuition charged for the first child of a family to attend an ELCA school (Grades K - 12). Median tuition amounts for both affiliated congregation members and non-members are shown in Table 5. Again, all values of '0' were removed from the calculation since it could not be determined if '0' was reported as a response or because there were no tuition amounts for that category. Most schools charge either an equal amount for both categories or charge a higher amount for the Non-Member category.

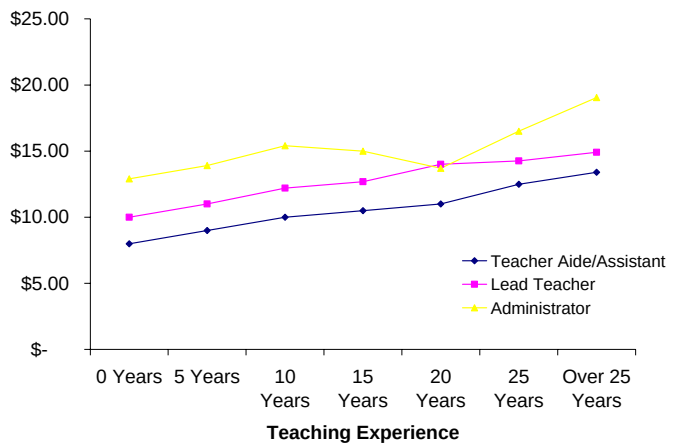
Table 5: Median Tuition per Year

Enrollment Level	**Affiliated Congregation Member**	**Non-Member**
Half-Day Kindergarten *(3 or fewer hours per day)*	$1,305.00	$1,372.50
Full-Day Kindergarten *(more than 3 hours per day)*	$2,650.00	$3,100.00
Grades 1 - 5	$2,803.00	$3,280.00
Grades 6 - 8	$3,455.00	$3,935.00
Grades 9 - 12	$6,225.00	$4,600.00

Teacher Salary and Benefits

ECE center respondents were asked to report average salary information for three categories of educators (Teacher Aide/Assistant, Lead Teacher, Administrator) based upon years of experience and pay period timeframe (hourly, per session, annual).

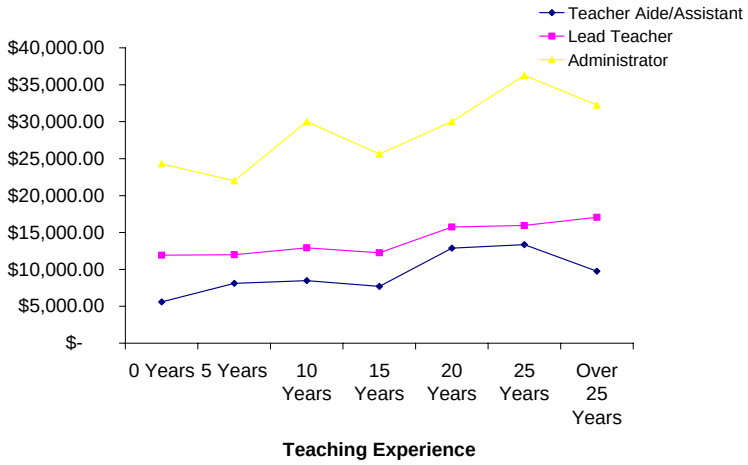
Figure 29: ECE Center Median Hourly Average Salary by Years of Experience



The largest number of respondents reported data based upon an hourly pay period. As shown in Figure 29, the median hourly average salary generally increases with years of experience. In addition, Teacher Aides/Assistants generally receive the lowest median hourly average salary, with Leader Teachers receiving more and Administrators receiving the highest median hourly average salary.

Some ECE centers reported annual average salary. As shown in Figure 30, median annual average salary rates do not consistently increase with years of experience. However, as with hourly salaries, Teacher Aides/Assistants receive the least amount, with Lead Teachers receiving more and Administrators receiving the highest median annual average salaries.

Figure 30: ECE Center Median Annual Average Salary by Years of Experience



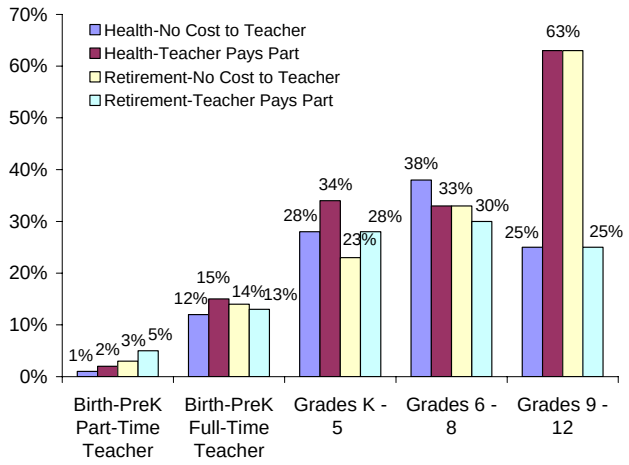
Schools respondents were also asked to report salary information. Average annual salary information was reported for the same three categories of educators (Teacher Aide, Teacher, Administrator) based upon years of experience. The average annual salary was reported in ranges of no more than $10,000 from $0 to $100,000. Table 6 shows the salary range(s) that had the highest percentage of respondents for each category of educator and level of experience. As with the ECE center data, in general, Teacher Aides receive the lowest average annual salary and Administrators receive the highest average annual salary.

Table 6: Reported Average Annual Salary Range with the Highest Percentage of Respondents by Years of Teaching Experience for Grades K - 12 Enrollment

Experience	Annual Salary Range with the Highest Percentage of Responses for Teacher Aide	Annual Salary Range with the Highest Percentage of Responses for Teacher	Annual Salary Range with the Highest Percentage of Responses for Administrator
0 Years	$5,001 - $10,000	$20,001 - $30,000	$20,001 - $30,000 & $30,001 - $40,000
5 Years	$10,001 - $15,000	$20,001 - $30,000	$20,001 - $30,000
10 Years	$10,001 - $15,000	$20,001 - $30,000	$30,001 - $40,000
15 Years	$15,001 - $20,000	$20,001 - $30,000	$50,001 - $60,000
20 Years	$15,001 - $20,000	$30,001 - $40,000	$40,001 - $50,000
25 Years	$10,001 - $15,000 & $15,001 - $20,000	$30,001 - $40,000	$20,001 - $30,000 & $30,001 - $40,000
Over 25 Years	$10,001 - $15,000 & $20,001 - $30,000	$30,001 - $40,000	$50,001 - $60,000

Finally, respondents were also asked to indicate whether health and retirement benefits are provided to teachers. Benefit types include benefits provided at no cost to teacher and benefits provided for which teacher also contribute. The percentages shown in Figure 31 are based upon the number of ECE centers or schools that have enrollments for each of the enrollment levels. As shown, health and retirement benefits for teachers at the Birth - PreK enrollment level is the lowest with most part-time teachers receiving no health or retirement benefits.

Figure 31: Teacher Benefits by Enrollment Level



SURVEY RESPONSES

A total of 778 schools and ECE centers completed a survey. Response data is in brackets [ ].

School Type

Birth-Pre-Kindergarten only (Birth-PreK):	618
Birth-Pre-Kindergarten (Birth-PreK) and Kindergarten-Grade 5 (K-5):	92
Birth-Pre-Kindergarten (Birth-PreK) and Kindergarten-Grade 8 (K-8):	35
Birth-Pre-Kindergarten (Birth-PreK) and Kindergarten-Grade 12 (K-12):	4
Kindergarten-Grade 5 (K-5):	6
Kindergarten-Grade 8 (K-8):	19
Grade 9-Grade 12 (9-12):	2
Kindergarten-Grade 12 (K-12):	2
	778

There are 749 facilities with Birth-PreK enrollments and 160 facilities with K-12 enrollments

Affiliation *(Please choose only one of the following responses)*

- ○ This ECE center/school is affiliated with one ELCA congregation [Birth-PreK: 683 - 91%; K-12: 134 - 84%]
- ○ This ECE center/school is affiliated with at least one ELCA congregation and one or more other entities *(which could include another congregation)* [Birth-PreK: 15 - 2%; K-12: 7 - 4%]
- ○ This ECE center/school is separately incorporated through the state of operation [Birth-PreK: 36 - 5%; K-12: 16 - 10%]

Accreditation/Certification - This does not include state licensing - *(Please choose all that apply)*

- ○ This ECE center/school has accreditation from ELEA [Birth-PreK: 67 - 9%; K-12: 24 - 15%]
- ○ This ECE center has accreditation from NAEYC [Birth-PreK: 69 - 9%; K-12: 12 - 8%]
- ○ Other accrediting agency:_____ [Birth-PreK: 107 - 14%; K-12: 34 - 21%]

Type of Care/Programs *(Please choose ALL that apply)* [This question only applies to those with enrollments of Birth-PreK]

- ○ Yes, we provide infant care [87 – 12%]
- ○ Yes, we provide toddler care/programs [216 – 29%]
- ○ Yes, we provide preschool programs [731 – 98%]

Enrollment by Age

(Please put the total number enrolled under each age category - use your current enrollment)

Total Number of those Less than One Year Old	Total Number of One-Year Olds	Total Number of Two-Year Olds	Total Number of Three-Year Olds	Total Number of Four-Year Olds	Total Number of Five-Year Olds
[654]	[1,306]	[4,966]	[17,778]	[23,031]	[4,453]

Enrollment by Grade Level

(Please fill in ALL that apply)

Grade Level	Total Number of Students
Half-day Kindergarten *(3 or fewer hours per day)*	[745]
Full-day Kindergarten *(more than 3 hours per day)*	[1,841]
1st Grade	[1,627]
2nd Grade	[1,443]
3rd Grade	[1,339]
4th Grade	[1,281]
5th Grade	[1,202]
6th Grade	[984]
7th Grade	[939]
8th Grade	[824]
9th Grade	[319]
10th Grade	[310]
11th Grade	[290]
12th Grade	[251]

Before and/or After School Care Program

(Please choose ALL that apply)

- ○ Yes, we provide before school care [Birth-PreK: 149 - 20%; K-12: 95 - 59%]
- ○ Yes, we provide after school care [Birth-PreK: 162 - 22%; K-12: 108 - 68%]

Race/Ethnicity for those Enrolled

Race/Ethnicity	Total Number in Birth - PreK	Total Number in Grades K - 5	Total Number in Grades 6 - 8	Total Number in Grades 9 - 12
African American / Black	[1,720]	[823]	[284]	[59]
American Indian / Alaska Native	[119]	[20]	[3]	[2]
Arab / Middle Eastern	[567]	[125]	[36]	[3]
Asian / Pacific Islander	[1,619]	[539]	[172]	[54]
Hispanic / Latino	[2,349]	[776]	[303]	[184]
White	[42,071]	[6,164]	[1,903]	[750]
Other *(include multicultural families)*	[1,506]	[307]	[78]	[10]

Church Membership for those Enrolled

Church Membership	Total Number in Birth - PreK	Total Number in Grades K - 5	Total Number in Grades 6 - 8	Total Number in Grades 9 - 12
An ELCA congregation that is affiliated with the school	[7,749]	[1,512]	[487]	[177]
An ELCA congregation not affiliated with the school	[1,482]	[366]	[149]	[91]
A congregation in Full Communion with the ELCA *(include membership to the Episcopal Church, the Moravian Church in America, the Presbyterian Church USA, the Reformed Church in America, or the United Church of Christ)*	[2,178]	[277]	[86]	[7]
A non-ELCA Lutheran congregation	[2,327]	[573]	[270]	[198]
A non-Lutheran congregation	[11,806]	[2,312]	[738]	[226]
No church membership	[7,414]	[1,233]	[331]	[146]

New Church Membership

Total number of new members brought into the facility's sponsoring congregation as the result of the children attending the facility, during the past year - Sept. 2004 through Sept. 2005. *(Include the children attending the facility and all family members, where appropriate)*	**Total Number:** [2,387 from 368 reporting Birth - PreK facilities. Average of 6 per facility.]	**Total Number:** [996 from 59 reporting K - 12 facilities, with 1 facility reporting 460. Average of 9 per facility for the other 58 facilities.]

Funding Sources

(Indicate the percentage of total funding for the facility that comes from the following sources. All four items should total 100%)

Source	Average Percentage for Birth - PreK	Average Percentage for Grades K - 5	Average Percentage for Grades 6 - 8	Average Percentage for Grades 9 - 12
Tuition and Fees	[93%]	[89%]	[81%]	[76%]
Congregation Budget	[2%]	[4%]	[9%]	[0%]
Annual Fund Drive	[2%]	[3%]	[5%]	[7%]
Other	[3%]	[4%]	[5%]	[17%]

Number of Teachers/Staff

(Include all who receive a salary/wages such as directors, teachers, aides, and those who offer specialized programming)

Type of Staff	Total Number for Birth - PreK	Total Number for Grades K - 5	Total Number for Grades 6 - 8	Total Number for Grades 9 - 12
Full-Time	[3,365]	[755]	[201]	[104]
Part-Time *(fewer than 20 hours per week)*	[3,231]	[315]	[92]	[19]

Teacher/Staff Experience

(Include all who receive a salary/wages such as directors, teachers, aides, and those who offer specialized programming)

Length of Time Teaching in Lutheran Schools	Total Number for Birth - PreK, Full-Time Teachers	Total Number for Birth - Pre-K, Part-Time Teachers (<20 hrs/wk)	Total Number for Grades K - 5	Total Number for Grades 6 - 8	Total Number for Grades 9 - 12
First year teachers	[364]	[591]	[91]	[20]	[9]
1 to 5 years	[1,194]	[1,299]	[344]	[60]	[19]
6 to 10 years	[862]	[644]	[186]	[39]	[13]
11 to 15 years	[427]	[262]	[127]	[29]	[7]
16 to 20 years	[298]	[153]	[85]	[19]	[9]
21 to 25 years	[160]	[65]	[45]	[23]	[14]
26 to 30 years	[79]	[47]	[33]	[15]	[5]
More than 30 years	[28]	[22]	[13]	[10]	[14]

Race/Ethnicity for Teachers/Staff

(Include all who receive a salary/wages such as directors, teachers, aides, and those who offer specialized programming)

Race/Ethnicity	Total Number for Birth - PreK	Total Number for Grades K - 5	Total Number for Grades 6 - 8	Total Number for Grades 9 - 12
African American / Black	[244]	[39]	[9]	[0]
American Indian / Alaska Native	[27]	[3]	[0]	[0]
Arab / Middle Eastern	[40]	[4]	[0]	[0]
Asian / Pacific Islander	[94]	[10]	[3]	[0]
Hispanic / Latino	[430]	[72]	[22]	[7]
White	[5,580]	[859]	[228]	[172]
Other *(include multicultural staff)*	[63]	[40]	[0]	[0]

Church Membership for Teachers/Staff

(Include all who receive a salary/wages such as directors, teachers, aides, and those who offer specialized programming)

Church Membership	Total Number for Birth - PreK	Total Number for Grades K - 8	Total Number for Grades 6 - 8	Total Number for Grades 9 - 12
An ELCA congregation that is affiliated with the school	[1,560]	[215]	[71]	[3]
An ELCA congregation not affiliated with the school	[273]	[67]	[22]	[2]
A congregation in Full Communion with the ELCA *(include membership to the Episcopal Church, the Moravian Church in America, the Presbyterian Church USA, the Reformed Church in America, or the United Church of Christ)*	[324]	[42]	[11]	[2]
A non-ELCA Lutheran congregation	[510]	[69]	[14]	[32]
A non-Lutheran congregation	[2,196]	[320]	[75]	[15]
No church membership	[457]	[42]	[19]	[1]

Teacher/Staff Benefits

(Include all who receive a salary/wages such as directors, teachers, aides, and those who offer specialized programming)
(Place an X in all the squares for which the benefit is offered)

Benefit	Total Number of Birth - PreK Facilities, Part-Time Teachers (<20 hrs/wk)	Total Number of Birth - PreK Facilities, Full-Time Teachers	Total Number of Grades K - 5 Facilities, Full-Time Teachers	Total Number of Grades 6 - 8 Facilities, Full-Time Teachers	Total Number of Grades 9 - 12 Facilities, Full-Time Teachers
Health coverage, no cost to teacher/staff	[4 - 1%]	[93 - 12%]	[44 - 28%]	[23 - 38%]	[2 - 25%]
Health coverage, teacher/staff pays part	[16 - 2%]	[116 - 15%]	[53 - 34%]	[20 - 33%]	[5 - 63%]
Retirement contributions, no cost to teacher/staff	[22 - 3%]	[107 - 14%]	[36 - 23%]	[20 - 33%]	[5 - 63%]
Retirement plan supplemented by teacher/staff contributions	[36 - 5%]	[95 - 13%]	[44 - 28%]	[18 - 30%]	[2 - 25%]

Months of Operation [This question only applies to those with enrollments of Birth-PreK]

How many months during the year does the facility operate?

- ○ 9 Months [423 - 57%]
- ○ 10 Months [86 - 12%]
- ○ 12 Months [204 - 27%]
- ○ Other _____ [24 - 3%]

Tuition [Median tuition amounts are reported in the table below. The number after the dollar amount indicates the total number of facilities that provided data for that response. All values of '0' were removed from the calculation since it could not be determined if '0' was reported as a response or because there were no tuition amounts for that category.]
(Complete only the rows and column(s) that are applicable to your program(s))

Infants (less than age 1)	**Tuition Per Hour**	**Tuition Per Week**	**Tuition Per Month**	**Tuition Per Year**
Part-Time (<20 hrs/wk)	[$6.00 - 13]	[$119.00 - 15]	[$430.00 - 20]	[$7,850.00 - 4]
Full-Time (>20 hrs/wk)	[$3.80 - 9]	[$165.00 - 47]	[$687.00 - 40]	[$8,100.00 - 13]
Toddlers (ages 1 and 2)				
Part-Time (<20 hrs/wk)	[$5.20 - 29]	[$97.50 - 45]	[$145.00 - 134]	[$765.00 - 29]
Full-Time (>20 hrs/wk)	[$3.35 - 15]	[$143.50 - 84]	[$580.00 - 68]	[$7,110.00 - 18]
Part-Time Preschool ***(ages 3 and up for fewer than 3 hours per day)***				
Two Days per Week	[$4.25 - 30]	[$42.00 - 47]	[$90.00 - 428]	[$770.00 - 102]
Three Days per Week	[$4.60 - 27]	[$60.50 - 52]	[$120.00 - 437]	[$1,027.50 - 100]
Four Days per Week	[$4.60 - 11]	[$88.00 - 25]	[$179.50 - 118]	[$1,647.00 - 27]
Five Days per Week	[$4.00 - 13]	[$97.50 - 42]	[$250.00 - 146]	[$2,565.00 - 41]
Full-Time Preschool ***(ages 3 and up for more than 3 hours per day)***				
Two Days per Week	[$4.00 - 19]	[$65.50 - 70]	[$203.50 - 122]	[$1,935.00 - 28]
Three Days per Week	[$4.00 - 20]	[$93.00 - 81]	[$255.00 - 140]	[$2,616.50 - 38]
Four Days per Week	[$3.25 - 11]	[$120.00 - 55]	[$384.00 - 57]	[$4,008.00 - 10]
Five Days per Week	[$4.48 - 20]	[$130.00 - 107]	[$459.50 - 128]	[$3,730.00 - 49]

[Median tuition amounts are reported in the table below. The number after the dollar amount indicates the total number of facilities that provided data for that response. All values of '0' were removed from the calculation since it could not be determined if '0' was reported as a response or because there were no tuition amounts for that category.]
(*Provide only the tuition charged for the 1st child of a family to attend the school)*

Grade Level	**Congregation Member**	**Non-Member**
Half-Day Kindergarten *(3 or fewer hours per day)*	[$1,305.00 - 39]	[$1,372.50 - 36]
Full-Day Kindergarten *(more than 3 hours per day)*	[$2,650.00 - 97]	[$3,100.00 - 87]
Grades 1 - 5	[$2,803.00 - 84]	[$3,280.00 - 75]
Grades 6 - 8	[$3,455.00 - 48]	[$3,935.00 - 48]
Grades 9 - 12	[$6,225.00 - 8]	[$4,600.00 - 9]

Average Salary – Teacher Aides, Lead Teachers, and Administrators for Birth - PreK Enrollment
[Median average salary amounts are reported in the following tables. The number after the dollar amount indicates the total number of facilities that provided data for that response.]

Hourly

Experience	Teacher Aide/ Assistant	Lead Teacher	Administrator
0 Years	[$8.00 - 322]	[$10.00 - 237]	[$12.90 - 42]
5 Years	[$9.00 - 271]	[$11.00 - 259]	[$13.90 - 49]
10 Years	[$10.00 - 130]	[$12.20 - 173]	[$15.41 - 29]
15 Years	[$10.50 - 85]	[$12.68 - 120]	[$15.00 - 25]
20 Years	[$11.00 - 54]	[$14.00 - 75]	[$13.70 - 18]
25 Years	[$12.50 - 32]	[$14.25 - 41]	[$16.50 - 10]
Over 25 Yrs	[$13.40 - 26]	[$14.91 - 35]	[$19.05 - 11]

Per Session

Experience	Teacher Aide/ Assistant	Lead Teacher	Administrator
0 Years	[$24.50 - 32]	[$35.31 - 29]	[$20.00 - 2]
5 Years	[$29.16 - 26]	[$43.87 - 36]	[$55.37 - 4]
10 Years	[$34.85 - 18]	[$47.50 - 26]	[$35.00 - 2]
15 Years	[$43.81 - 10]	[$51.00 - 22]	[54.00 - 1]
20 Years	[$37.13 - 7]	[$53.00 - 11]	No responses
25 Years	[$38.24 - 3]	[$41.13 - 6]	No responses
Over 25 Yrs	[$38.36 - 2]	[$55.70 - 9]	No responses

Annual

Experience	Teacher Aide/ Assistant	Lead Teacher	Administrator
0 Years	[$5,595.00 - 28]	[$11,932.00 - 23]	[$24,286.50 - 36]
5 Years	[$8,095.00 - 26]	[$12,000.00 - 39]	[$22,000.00 - 50]
10 Years	[$8,472.50 - 14]	[$12,916.50 - 32]	[$30,000.00 - 41]
15 Years	[$7,680.00 - 10]	[$12,252.00 - 20]	[$25,625.00 - 32]
20 Years	[$12,868.50 - 7]	[$15,754.00 - 18]	[$30,000.00 - 26]
25 Years	[$13,363.16 - 4]	[$15,948.00 - 11]	[$36,286.50 - 12]
Over 25 Yrs	[$9,755.00 - 4]	[$17,048.00 - 8]	[$32,252.00 - 25]

Average Annual Salary – Full-Time Teacher Aides, Teachers, and Administrators for K - 12 Enrollment

Teacher Aide (N/R stands for No Response)

Annual Salary Range	Number of Facilities Reporting a Salary within the Salary Range for Each of the Years of Experience						
	0 Years	5 Years	10 Years	15 Years	20 Years	25 Years	Over 25 Years
$0 - $2,500	3	2	1	1	N/R	N/R	N/R
$2,501 - $5,000	5	2	1	1	1	N/R	N/R
$5,001 - $10,000	16	9	4	1	2	1	1
$10,001 - $15,000	12	17	12	5	3	4	3
$15,001 - $20,000	10	9	10	11	7	4	2
$20,001 - $30,000	N/R	2	1	1	2	2	3
$30,001 - $40,000	N/R	1	2	N/R	N/R	1	N/R
$40,001 - $50,000	1	N/R	N/R	N/R	N/R	N/R	N/R
$50,001 - $60,000	N/R	N/R	1	N/R	N/R	N/R	N/R
$60,001 - $70,000	N/R	1	N/R	N/R	N/R	N/R	N/R
$70,001 - $80,000	N/R	N/R	N/R	N/R	N/R	N/R	N/R
$80,001 - $90,000	1	N/R	N/R	N/R	N/R	N/R	N/R
$90,001 - $100,000	N/R	N/R	N/R	N/R	N/R	N/R	N/R
Over $100,000	N/R	1	N/R	N/R	N/R	N/R	N/R

Teacher (N/R stands for No Response)

Annual Salary Range	Number of Facilities Reporting a Salary within the Salary Range for Each of the Years of Experience						
	0 Years	5 Years	10 Years	15 Years	20 Years	25 Years	Over 25 Years
$0 - $2,500	1	2	1	1	N/R	N/R	N/R
$2,501 - $5,000	N/R	N/R	N/R	N/R	N/R	N/R	N/R
$5,001 - $10,000	3	1	1	N/R	N/R	N/R	N/R
$10,001 - $15,000	5	9	4	1	N/R	N/R	N/R
$15,001 - $20,000	14	14	9	5	1	1	1
$20,001 - $30,000	36	48	31	22	12	5	3
$30,001 - $40,000	8	13	20	19	25	20	16
$40,001 - $50,000	N/R	2	4	8	7	9	11
$50,001 - $60,000	N/R	1	1	1	2	2	2
$60,001 - $70,000	N/R	N/R	N/R	N/R	N/R	N/R	N/R
$70,001 - $80,000	N/R	1	N/R	1	N/R	N/R	N/R
$80,001 - $90,000	N/R	N/R	N/R	N/R	N/R	N/R	N/R
$90,001 - $100,000	1	N/R	N/R	1	N/R	N/R	N/R
Over $100,000	N/R	N/R	N/R	N/R	N/R	N/R	1

Administrator (N/R stands for No Response)

Annual Salary Range	Number of Facilities Reporting a Salary within the Salary Range for Each of the Years of Experience						
	0 Years	5 Years	10 Years	15 Years	20 Years	25 Years	Over 25 Years
$0 - $2,500	1	2	1	1	2	1	1
$2,501 - $5,000	N/R	N/R	N/R	N/R	N/R	N/R	N/R
$5,001 - $10,000	1	N/R	N/R	N/R	N/R	N/R	N/R
$10,001 - $15,000	N/R	N/R	N/R	N/R	N/R	N/R	N/R
$15,001 - $20,000	1	2	1	1	N/R	1	N/R
$20,001 - $30,000	9	11	5	5	3	5	N/R
$30,001 - $40,000	9	8	12	5	4	5	5
$40,001 - $50,000	4	7	9	4	6	2	5
$50,001 - $60,000	7	8	5	6	2	4	6
$60,001 - $70,000	1	1	1	2	3	2	2
$70,001 - $80,000	N/R	N/R	N/R	N/R	1	1	N/R
$80,001 - $90,000	N/R	N/R	N/R	N/R	N/R	N/R	2
$90,001 - $100,000	N/R	N/R	1	N/R	N/R	N/R	N/R
Over $100,000	1	N/R	N/R	N/R	N/R	N/R	N/R

Average Salary – Part-Time Teacher Aides, Teachers, and Administrators for Grades K - 12 Enrollment
[Median average salary amounts are reported in the following tables. The number after the dollar amount indicates the total number of facilities that provided data for that response.]

Hourly

Experience	Teacher Aide/ Assistant	Teacher	Administrator
0 Years	[$8.00 - 44]	[$10.00 - 16]	[$13.00 - 2]
5 Years	[$8.50 - 39]	[$9.50 - 15]	[$12.00 - 3]
10 Years	[$9.22 - 15]	[$10.75 - 14]	[$17.50 - 3]
15 Years	[$9.00 - 9]	[$10.50 - 4]	[$15.00 - 1]
20 Years	[$10.00 - 7]	[$13.00 - 3]	[$22.00 - 1]
25 Years	[$10.50 - 6]	[$13.50 - 2]	No response
Over 25 Yrs	[$10.25 - 4]	[$13.50 - 2]	No response

Annual

Experience	Teacher Aide/ Assistant	Teacher	Administrator
0 Years	[$7,125.00 - 2]	[$18,000.00 - 15]	[$25,000.00 - 9]
5 Years	[$9,937.50 - 2]	[$18,750.00 - 14]	[$30,500.00 - 8]
10 Years	[$7,625.00 - 1]	[$21,423.29 - 10]	[$34,800.00 - 5]
15 Years	[$8,375.00 - 1]	[$24,000.00 - 7]	[$32,250.00 - 4]
20 Years	[$17,125.00 - 2]	[$29,500.00 - 7]	[$34,250.00 - 2]
25 Years	[$10,125.00 - 1]	[$28,000.00 - 7]	[$29,500.00 - 1]
Over 25 Yrs	[$11,000.00 - 1]	[$29,500.00 - 3]	[$29,500.00 - 3]