

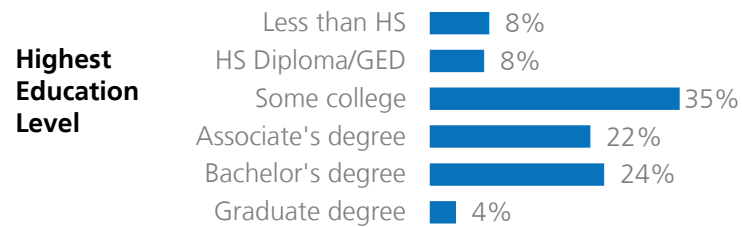


**PARTICIPANT DEMOGRAPHICS**

**Enrolled** 1,190 **Average Age** 40 **Average Years in ECE Field** 10.2  
**Completed** 824

**Gender** Female 96% Male 4%

**Race/Ethnicity** Hispanic 55% Black 17% White 12% Asian 6%  
 Multiracial 4% Other 5% Unknown 2%



**Primary Language** English 63% Spanish 28%

**Work Setting** Center 69% FCC 25% Other 7%

**Work Status** Full-time 76% Part-time 24%

**Job Title** Teacher 37% Assistant 33% FCC Owner 18%

Administrator 5% Other 7%

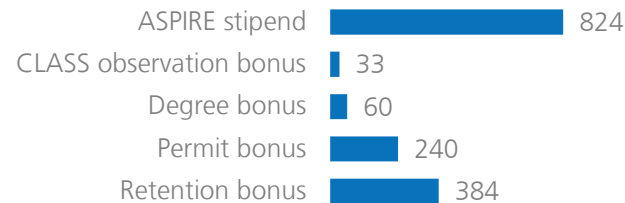
**Work County Supervisorial District** 1 2 3 4 5  
 23% 25% 16% 15% 20%

**EVALUATION FINDINGS**

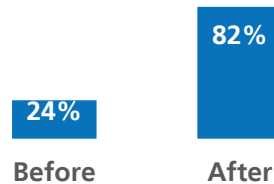
**Milestone Achievements**



**Stipend Awards**



**Participants "Very Familiar" with the Child Development Matrix**



**Knowledge of Effective Teacher-Child Interaction**



**Promotions**

**82%** of participants received a promotion since participating in ASPIRE

**54%** of participants who received a promotion attributed it to ASPIRE

**Retention**

**87%** of participants were encouraged to stay in the ECE field because of the stipend

**84%** of participants said the stipend made it possible to afford courses

**Coursework**

**83%** of participants were motivated to take more coursework because of their ASPIRE advisor

**Prior to ASPIRE...**

**65%** of participants never heard of the CLASS observation tool

**72%** of participants never participated in a CLASS training or activity