# Early Childhood Educator INCENTIVE\$ Florida

Early Childhood Educator INCENTIVE\$ Florida 2020-2021 ANNUAL REPORT

# WHAT IS INCENTIVE\$?

Early Childhood Educator INCENTIVE\$ Florida, an affiliate of Child Care WAGE\$<sup>®</sup>, rewards early childhood educators with financial incentives based on their education and continuity of employment. By retaining the early childhood workforce, INCENTIVE\$ provides children with more stable relationships and better-educated teachers. INCENTIVE\$ addresses individual professional development efforts and low wages, but does not affect budgets, regular wages or parent fees within the child care program.

#### WHAT ARE THE GOALS OF INCENTIVE\$?

- Increase the knowledge base of participants Children are better served when early childhood educators have more knowledge about child development and early education.
- **Support continuing education** It is important for early educators to focus on continuing their own growth and development, as well as that of the children.
- Reduce staff turnover INCENTIVE\$ rewards and encourages continuity of care.
- **Provide a professional development path** The INCENTIVE\$ scale encourages and rewards gradual educational advancement.
- Increase compensation INCENTIVE\$ compensates teachers for their education and stability.

#### WHO IS ELIGIBLE FOR INCENTIVE\$\*

#### To qualify for INCENTIVE\$, you must:

- Work a minimum of six months in a participating licensed or license-exempt child care program in a participating county.
- Work a minimum of 20 hours per week with children ages birth to five in a child care center or home.\*
- Earn less than \$17.50 an hour as a teacher.\*
- Have a formal child care credential and/or some education beyond a high school diploma.

\*Individual county requirements may differ.

#### WHAT ARE THE BENEFITS OF INCENTIVE\$?

- Rewards stability of early educators within programs.
- Rewards education attained.
- Maintains marketplace competition for better salaries.
- Keeps cost for quality child care affordable for parents.
- Assists with the creation of a stable, well-trained, and fairly-compensated workforce.
- Provides a direct, graduated incentive that is logical and sufficient.
- Provides counseling and administrative support.

#### WHO BENEFITS FROM INCENTIVE\$?

**Children** benefit from uninterrupted care from teachers who are specialists in early childhood education, who understand child development and who are sensitive to their needs.

**Educators** benefit because they achieve higher levels of education and are better compensated for their work.

**Centers and family home care programs** benefit because they have staff members who are knowledgeable about good early childhood practices and who stay longer in their programs.



# 2020-2021 ACTIVE PARTICIPANT INFORMATION

#### **PROFILE OF INCENTIVE\$ PARTICIPANT:**

Work as Teachers or Assistant Teachers
Have at least an AS in ECE or in process
Earn less than \$12/hr
Are of color or Hispanic origin

#### **INCENTIVES SCALE:**

Level	% of Participants	Annual Amount
1	13%	\$200
2	34%	\$450
3	1%	\$600
4	5%	\$750
5	19%	\$1,125
6	8%	\$1,500
7	8%	\$2,250
8	12%	\$3,000

#### **EMPLOYMENT:**

116 Family Child Care

Home Educators





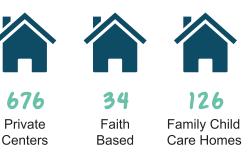
### **GENDER:**

99% 1% Female Male

#### **ETHNICITY:**

61% Hispanic 18% African American 18% White 1% Asian/Pacific Islander 2% Other

#### **PROGRAM TYPE:**



#### **YEARS IN PROGRAM:**

51%	5 or More Years
9%	4 to 5 years
13%	3 to 4 years
12%	2 to 3 years
11%	1 to 2 years
4%	Less than 1 year

### RESULTS

#### PARTICIPATING **COUNTIES:**

**BROWARD** HILLSBOROUGH **MIAMI-DADE** 



#### **INCREASED COMPENSATION:**

2,422

received at least one incentive payment for completing a six-month period that ended during this reporting period.

## \$1068.00

the average annual incentive check amount



#### **INCREASED EDUCATION:**

65% have taken additional coursework since applying to INCENTIVE\$.



#### **REDUCED TURNOVER:**

12% the turnover rate for INCENTIVE\$ participants (compared to the national average of 30% to 40%).

# **INCENTIVE\$ EVALUATION RESULTS**

# What do our participants say?

7% say INCENTIVE\$ motivates them to seek more education

94% sa

say INCENTIVE\$ encourages them to stay in their program

say participation in INCENTIVE\$ has improved the quality of their work

**96%** say INCENTIVE\$ helps ease financial stress

**57%** say INCENTIVE\$ helps them to pay their bills

**3%** say INCENTIVE\$ helps address basic family needs 99% of participants are satisfied with the program.

#### **PROFESSIONAL DEVELOPMENT ADVISORY COUNCIL**

Sharon Carie Florida Afterschool Alliance

Chris Duggan Florida Association for the Education of Young Children

Shan Goff Florida Division of Early Learning

Linda Hood Kids World of Chipley

Roy Keister Florida Association for Child Care Management

Gege Kreischer Private Consultant

Debra Metcalfe-Hazelwood Polk State College

Wanda Minick Florida Head Start Association

Antrica Morgan Florida Division of Early Learning

Tara Orlowski Florida Center for Interactive Media

Anjeza Osmenaj Redlands Christian Migrant Association Robyn Fern Perlman Business Leadership Institute for Early Learning

Hue Reynolds Florida Department of Children & Families

Gordia Ross Early Learning Coalition of Broward County

Jennifer Shields Florida Association for Child Care Management

Erin Smeltzer Association of Early Learning Coalitions

Rachel Spector The Children's Trust

Tiffany Taylor-Jones Lastinger Center for Learning

Tammy Tener Florida Family Child Care Home Association

Donna Thornton-Roberts Child Development Education Alliance

Melinda Webster Florida Division of Early Learning

**Christian Winterbottom** University of North Florida

#### **INCENTIVE\$ FUNDERS**











More than **49,350** children and **930** child care programs benefited from INCENTIVE\$ in their communities in **2020-2021**!

Early Childhood Educator INCENTIVE\$ Florida, an affiliate of Child Care WAGE\$<sup>®</sup>, is licensed by Child Care Services Association of Chapel Hill, NC. The Children's Forum is the program administrator of INCENTIVE\$ under a contract with local early learning coalitions, children's services councils, and private contributors.

Early Childhood Educator

