



Early Childhood Educator  
**INCENTIVE\$**  
Florida

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INCENTIVE\$ Florida  
2018-2019 ANNUAL REPORT**

# WHAT IS INCENTIVE\$?

Early Childhood Educator INCENTIVE\$ Florida, an affiliate of Child Care WAGE\$®, 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.

# 2018-2019 ACTIVE PARTICIPANT INFORMATION

## PROFILE OF INCENTIVE\$ PARTICIPANT:



## INCENTIVE\$ SCALE:

Level	% of Participants	Annual Amount
1	22%	\$200
2	26%	\$450
3	1%	\$600
4	5%	\$750
5	18%	\$1,125
6	8%	\$1,500
7	9%	\$2,250
8	11%	\$3,000

## EMPLOYMENT:

**102**  
Family Child Care  
Home Educators



**2,157**  
Teachers in Center-  
Based Programs

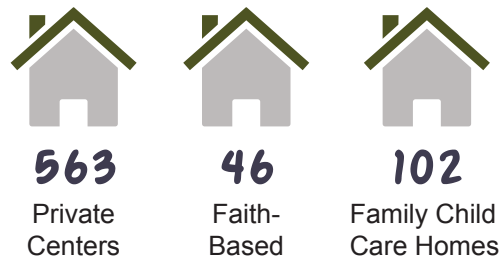
## GENDER:



## ETHNICITY:

- 65%** Hispanic
- 18%** African American
- 13%** White
- 1%** Asian/Pacific Islander
- 3%** Other

## PROGRAM TYPE:



## YEARS IN PROGRAM:

- 47%** 5 or More Years
- 8%** 4 to 5 years
- 12%** 3 to 4 years
- 13%** 2 to 3 years
- 20%** 1 to 2 years

# RESULTS

## PARTICIPATING COUNTIES:

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

## INCREASED COMPENSATION:

**2,500** received at least one incentive payment for completing a six-month period that ended during this reporting period.

**\$1,252** the average annual incentive check amount



## INCREASED EDUCATION:

**49%** have taken additional coursework since applying to INCENTIVE\$.



## REDUCED TURNOVER:

**4%** the turnover rate for INCENTIVE\$ participants (compared to the national average of **30% to 40%**).

# INCENTIVE\$ EVALUATION RESULTS

## What do our participants say?

**95%** say INCENTIVE\$ motivates them to seek more education

**94%** say INCENTIVE\$ encourages them to stay in their program

**92%** say participation in INCENTIVE\$ has improved the quality of their work

**94%** say INCENTIVE\$ helps ease financial stress

**63%** say INCENTIVE\$ helps them to pay their bills

**50%** say INCENTIVE\$ helps address basic family needs



## Professional Development Advisory Council

**Jeanne Barker**

Florida Community College Early Childhood Education Network

**Judy Burleson**

Redlands Christian Migrant Association

**Sharon Carie**

Florida Afterschool Alliance

**Chris Duggan**

Florida Association for the Education of Young Children

**Lara Glaser**

Lastinger Center for Learning

**Saralyn Grass**

Association of Early Learning Coalitions

**Nacole Guyton**

Florida Head Start State Collaboration Office

**Linda Hood**

Kids World of Chipley

**Roy Keister**

Florida Association for Child Care Management

**Gege Kreischer**

Early Childhood Consultant

**Rodney MacKinnon**

Florida Office of Early Learning

**Debra Metcalfe-Hazelwood**

Polk State College

**Wanda Minick**

Florida Head Start Association

**Antrica Morgan**

Florida Office of Early Learning

**Tara Orlowski**

Florida Center for Interactive Media

**Gordia Ross**

Early Learning Coalition of Broward County

**Erin Smeltzer**

Florida Office of Early Learning

**Rachel Spector**

The Children's Trust

**Tammy Tener**

Florida Family Child Care Home Association

**Abby Thorman**

Early Learning Florida

**Donna Thornton-Roberts**

Child Development Education Alliance

**Samantha Wass de Czege**

Florida Department of Children and Families

**Christian Winterbottom**

University of North Florida

## INCENTIVE\$ Funders



More than **59,000** children and **719** child care programs benefited from INCENTIVE\$ in their communities in **2018-2019!**

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