

# INCENTIVE\$ EVALUATION RESULTS

Early Childhood Educator  
**INCENTIVE\$**  
Florida

## What do our participants say?

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

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

**96%** say INCENTIVE\$ encourages them to stay in their program

**67%** say INCENTIVE\$ helps them to pay their bills

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

**47%** say INCENTIVE\$ helps address basic family needs



## Professional Development Advisory Council

**Jeanne Barker**  
Florida Community College Early  
Childhood Educators Network

**Judy Burleson**  
Redlands Christian Migrant Association

**Sharon Carie**  
Florida Afterschool Alliance

**Chris Duggan**  
Florida Association for the Education of  
Young Children

**Tiffany Taylor-Jones**  
Lastinger Center for Learning

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Florida Family Child Care Home  
Association

**Abby Thorman**  
Thorman Strategy Group

**Hue Reynolds**  
Florida Department of Children and  
Families

**Christian Winterbottom**  
University of North Florida

**Brian Hickey**  
Florida Afterschool Network

## INCENTIVE\$ Funders



More than **57,000** children and **995** child care programs benefited from INCENTIVE\$ in their communities in **2019-2021!**

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

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**2019-2020 ANNUAL REPORT**





# WHAT IS INCENTIVES\$?

Early Childhood Educator INCENTIVES\$ Florida, an affiliate of Child Care WAGES®, rewards early childhood educators with financial incentives based on their education and continuity of employment. By retaining the early childhood workforce, INCENTIVES\$ provides children with more stable relationships and better-educated teachers. INCENTIVES\$ 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 INCENTIVES\$?

- **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** – INCENTIVES\$ rewards and encourages continuity of care.
- **Provide a professional development path** – The INCENTIVES\$ scale encourages and rewards gradual educational advancement.
- **Increase compensation** – INCENTIVES\$ compensates teachers for their education and stability.

## WHO IS ELIGIBLE FOR INCENTIVES\$\*

To qualify for INCENTIVES\$, 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 INCENTIVES\$?

- 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 INCENTIVES\$?

**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.

## PROFILE OF INCENTIVES\$ PARTICIPANT:

- Work as Teachers or Assistant Teachers..... **92%**
- Have at least an AS in ECE or in process..... **34%**
- Earn less than \$12/hr..... **46%**
- Are of color or Hispanic origin..... **89%**

## INCENTIVES\$ SCALE:

| Level | % of Participants | Annual Amount |
|-------|-------------------|---------------|
| 1     | 19%               | \$200         |
| 2     | 28%               | \$450         |
| 3     | 1%                | \$600         |
| 4     | 6%                | \$750         |
| 5     | 19%               | \$1,125       |
| 6     | 8%                | \$1,500       |
| 7     | 9%                | \$2,250       |
| 8     | 10%               | \$3,000       |

## EMPLOYMENT:

**103**

Family Child Care Home Educators



**2,412**

Teachers in Center-Based Programs

## GENDER:



**99%**  
Female



**1%**  
Male

## ETHNICITY:

- 67%** Hispanic
- 18%** African American
- 11%** White
- 1%** Asian/Pacific Islander
- 3%** Other

## PROGRAM TYPE:

  
**810**  
Private Centers

  
**43**  
Faith Based

  
**142**  
Family Child Care Homes

## YEARS IN PROGRAM:

- 46%** 5 or More Years
- 10%** 4 to 5 years
- 11%** 3 to 4 years
- 16%** 2 to 3 years
- 17%** 1 to 2 years

# RESULTS

## PARTICIPATING COUNTIES:

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

## INCREASED COMPENSATION:

**3,065** received at least one incentive payment for completing a six-month period that ended during this reporting period.

**\$870.00** the average annual incentive check amount



## INCREASED EDUCATION:

**63%** have taken additional coursework since applying to INCENTIVES\$.



## REDUCED TURNOVER:

**9%** the turnover rate for INCENTIVES\$ participants (compared to the national average of **30% to 40%**).