

WAGE\$ FUNDERS



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Survey Evaluation Results

A survey was distributed to WAGE\$ participants and their employees
Responses from the past year are shown below:

CHILD CARE PROGRAM DIRECTORS:

The response rate was 62% (Of 341 surveys distributed, 213 were completed).

48%

Said WAGE\$ lowers turnover which increases stability for children.

62%

Stated their staff are seeking more education which leads to higher quality care for children.

36%

Stated WAGE\$ makes it easier to attract more qualified staff which leads to higher quality care for children.

77%

Indicated WAGE\$ increases morale which creates more positive child-teacher interactions.

47%

Said more educated staff attracts families to their program.

PARTICIPANTS:

The response rate was 46%. (Of 984 surveys distributed, 458 were completed).

67% have been better able to pay their bills.

29% have been better able to pay for school.

55% have been better able to address the needs of their family.

29% used their salary supplement to make significant payments.

97% were more satisfied with their job.

96% felt more recognized and appreciated.

98% said the WAGE\$ supplement helps ease financial stress.

99% of participants are satisfied with WAGE\$.



**MORE THAN 25,000
CHILDREN BENEFITTED
FROM WAGE\$ IN THEIR
COMMUNITIES!**

Child Care WAGE\$® FLORIDA is licensed by Child Care Services Association of Chapel Hill, NC. The Children's Forum administers WAGE\$ programs under contracts with local early learning coalitions and children's services councils., WAGE\$ is enhancing professional development of early childhood educators in FLORIDA to ultimately improve the quality of education for the children in their care.



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WAGE\$

2016-2017 Annual Report

WHAT IS WAGE\$?



Child Care WAGE\$® FLORIDA rewards early childhood teachers with salary supplements based on their education and continuity of employment. By increasing teacher retention, WAGE\$ provides children with more stable relationships and better-educated teachers. WAGE\$ addresses individual professional development efforts and low wages, but does not affect budgets, regular wages or parent fees within child care and afterschool programs.

WHAT ARE THE GOALS OF WAGE\$?

- Increase the knowledge base of participants – Children are better served when practitioners have more knowledge about child development and early education.
- Support continuing education- It is important for child care practitioners to focus on continuing their own growth and development, as well as that of the children.
- Create a partnership – The partnership among WAGE\$, the practitioners and the child care program.
- Reduce staff turnover – WAGE\$ rewards and encourages continuity of care.
- Provide a professional development path – The WAGE\$ salary supplement scale encourages and rewards gradual educational advancement.
- Increase compensation – WAGE\$ compensates practitioners for their education and stability through salary supplements.

WHO BENEFITS FROM WAGE\$?

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

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

Centers and family child care homes have staff members who are knowledgeable about good early childhood practices and who stay longer in their programs.

WHO IS ELIGIBLE FOR WAGE\$?

Eligible applicants are individuals who:

- Work a minimum of six months in a participating licensed or license-exempt child care program in a participating county.
- Work a minimum of 10 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 differ.

WHAT ARE THE BENEFITS OF WAGE\$?

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

WAGE\$

2016-2017

ACTIVE PARTICIPANT INFORMATION:



ETHNICITY:

- 75% - Hispanic
- 12% - African American
- 9% - White
- 2% - Asian/Pacific Islander
- 2% - Other



YEARS IN PROGRAM:

- 66% - 5 or More Years
- 11% - 4 to 5 years
- 10% - 3 to 4 years
- 9% - 2 to 3 years
- 4% - 1 to 2 years

GENDER:



POSITION:

890

Teachers in Center-Based Programs

AND

20

Family Child Care Home Practitioners

PROGRAM TYPE:

- 293 - Private Centers
- 24 - Faith-based
- 26 - Family Child Care Homes



SALARY SUPPLEMENT SCALE:

Level	Percentage	Annual Amount
Level 1	13%	\$200
Level 2	26%	\$450
Level 3	1%	\$600
Level 4	5%	\$750

Level	Percentage	Annual Amount
Level 5	9%	\$1,125
Level 6	16%	\$1,500
Level 7	18%	\$2,250
Level 8	12%	\$3,000

RESULTS:

INCREASED EDUCATION:

154 participants (17% of the active population) submitted documentation to verify that they have completed additional coursework. Of these, 42% have increased their education enough to move to a higher level on the supplement scale.

PARTICIPATING COUNTIES:

- Broward
- Miami-Dade

REDUCED TURNOVER:

11% turnover rate (compared to the national average of 30% to 40%)

INCREASED COMPENSATION:

\$11.09

The average rate of pay for a Child Care WAGE\$® participant is \$11.09 per hour. (Florida's state minimum wage is \$8.10 per hour).

1,240

participants received at least one salary supplement check for completing a six-month period that ended during this reporting period.

\$594.00

Average six-month supplement: \$594.00, the average six month supplement is equivalent to at least 57 cents more an hour.