

WAGE\$ FUNDERS

- ELC of Broward County
- Prime Time of Palm Beach County, Inc.
- The Children's Trust of Miami-Dade

2014-2015 EVALUATION RESULTS:

CHILD CARE WAGES :

- An 82% increase in morale which created more positive child-teacher interactions was reported
- A 58% lower turnover rate which increased stability for children was reported
- 72% of participants stated that they have been better able to pay their bills
- 35% of participants stated that they have been better able to pay for school

AFTERSCHOOL WAGES :

- A 73% increase morale which created more positive child-teacher interactions was reported
- A 69% lower turnover rate which increased stability for children was reported
- 77% of participants stated that they have been better able to pay their bills
- 48% of participants stated that they have been better able to pay for school

PROFESSIONAL DEVELOPMENT ADVISORY COUNCIL

Ellyn Setnor Bogdanoff, Esq.(President)

Florida Association for Child Care Management (FACCM)

Judy Burleson (Director of Education)

Redlands Christian Migrant Association

Lilli Copp (Director)

Florida Head Start State Collaboration Office

Suzanne Gellens (Executive Director)

Florida Association for the Education of Young Children

Alisa Ghazvini, Ph.D.

Early Childhood Consultant

Shan Goff (Executive Director)

Office of Early Learning

Katherine Gopie (Director for Professional Development)

Prime Time Palm Beach County, Inc.

Linda Hood (Director)

Kids World of Chipley

Grace Kolbe, Ed.D. (Early Childhood Education Director)

Institute of Excellence in Early Care and Education

Ellen McKinley(President)

Child Development Education Management Alliance

Debra Metcalfe (Coordinator of Applied Education)

Polk State College

Larry Pintacuda

Retired Executive

Deborah Russo (Executive Director)

Office of Child Care Regulation and Background Screening Department of Children and Families

Michelle Sizemore (Director)

Program Standards and Professional Development Florida Department of Education

Rachel Spector (Quality Counts Administrator)

The Children's Trust

Tammy Tener (Executive Director)

Florida Family Child Care Home Association, Inc.

K. Lee Tirpak (Chief Program Officer)

Early Learning Coalition of Broward County, Inc.

The Child Care WAGE\$@ FLORIDA Project is licensed by Child Care Services Association of Chapel Hill, NC. The Children's Forum is the program administrator of WAGE\$ under a contract with local early learning coalitions and private contributors. Through these partnerships, WAGE\$ is enhancing professional development of early childhood educators in FLORIDA to ultimately improve the quality of education for the children in their care.



WAGE\$

Child Care WAGE\$@ FLORIDA Project and Afterschool WAGE\$ Florida Project

What is WAGE\$?

The Child Care WAGE\$® FLORIDA Project rewards early childhood and afterschool practitioners 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. Operated by the Children's Forum, WAGE\$ addresses individual professional development efforts and low wages, but does not affect budgets, regular wages or parent fees within child care programs.

What are the goals of WAGE\$?

- To increase the knowledge base of participants – Children are better served when practitioners have more knowledge about child development and early education.
- To 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.
- To create a partnership – The partnership among WAGE\$, the practitioners and the centers improves the quality of care that children receive.
- To reduce staff turnover – WAGE\$ rewards and encourages continuity of care.
- To provide a professional development path – The WAGE\$ salary supplement scale encourages and rewards gradual educational advancement.
- To increase compensation – WAGE\$ compensates practitioners for their education and stability through salary supplements.

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. At least four months of work is required for afterschool participants.
- Work a minimum of 10 hours per week with children ages birth to five in a child care center or home. A minimum of 15 hours per week with children in grades K-12 is required for afterschool participants.
- Earn less than \$17.50 an hour as a teacher or as a director.
- Have a formal child care or afterschool 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 and afterschool practitioners within programs.
- Rewards education attained.
- Maintains marketplace competition for better salaries.
- Keeps cost for quality child care and afterschool 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.

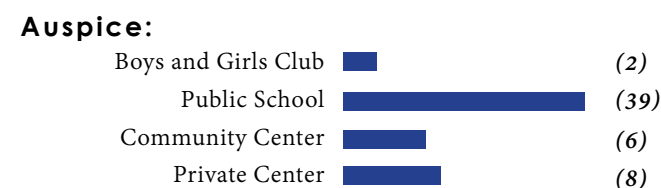
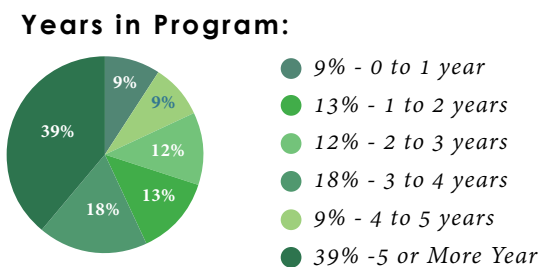
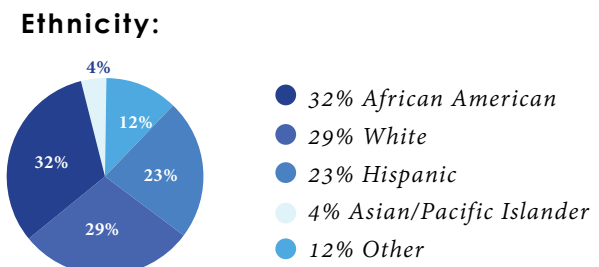
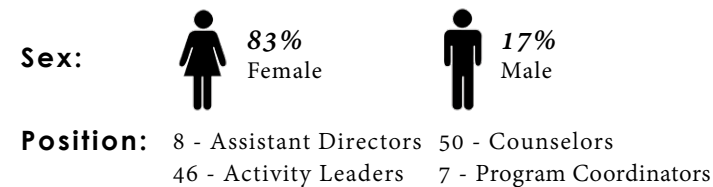
Who benefits from WAGE\$?

- Children benefit from uninterrupted care from practitioners who are specialists in early childhood and/or youth development education, who understand child development and who are sensitive to their needs.
- Practitioners benefit from achieving higher levels of education and an increase in compensation for their work.
- Centers, family home care and afterschool programs benefit from employees who are knowledgeable about good early childhood and afterschool practices and who stay longer in their programs.

Afterschool WAGE\$

PROGRAM INFORMATION 2014-2015

ACTIVE PARTICIPANT INFORMATION



SALARY SUPPLEMENT SCALE

Level	Percentage	Annual Amount
Level 1	5%	\$200
Level 2	4%	\$450
Level 3	2%	\$600
Level 4	51%	\$750
Level 5	1%	\$1125
Level 6	33%	\$1500
Level 7	2%	\$2250
Level 8	2%	\$3000

WHAT WERE THE RESULTS?

INCREASED EDUCATION

- 32 participants submitted documentation to verify that they have completed additional coursework. Of these participants, 37% have increased their education enough to move to a higher level on the supplement scale.

INCREASED COMPENSATION

- 120 participants received at least one salary supplement check for completing a four-month period.
- The average four-month supplement average was \$459 which is equivalent to at least \$0.66 per hour.

REDUCED TURNOVER

- The turnover rate was 13%.

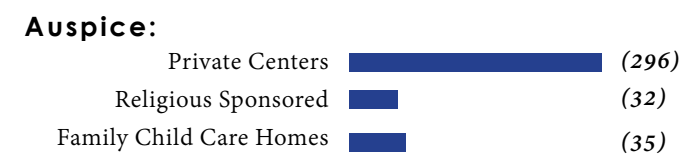
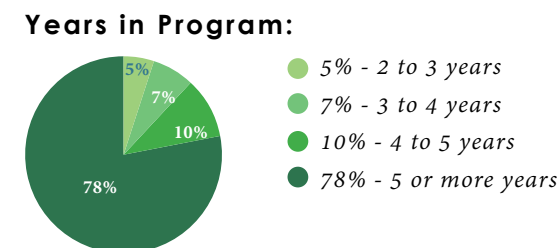
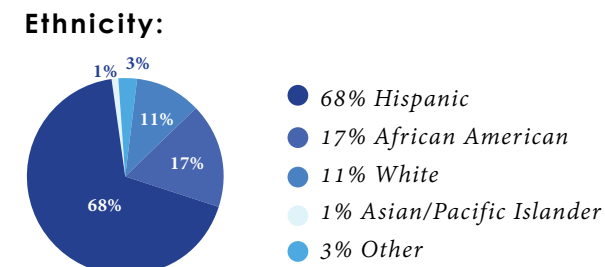
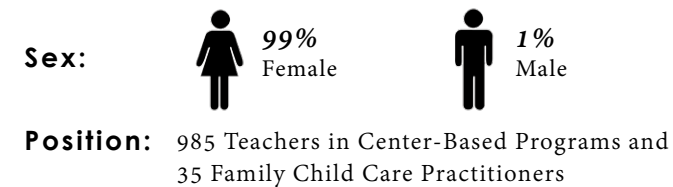
PARTICIPATING COUNTY: • Palm Beach

MORE THAN 1,700 CHILDREN WERE SERVED

Child Care WAGE\$®

PROGRAM INFORMATION 2014-2015

ACTIVE PARTICIPANT INFORMATION



SALARY SUPPLEMENT SCALE

Level	Percentage	Annual Amount
Level 1	7%	\$200
Level 2	34%	\$450
Level 3	2%	\$600
Level 4	8%	\$750
Level 5	6%	\$1125
Level 6	18%	\$1500
Level 7	15%	\$2250
Level 8	10%	\$3000

WHAT WERE THE RESULTS?

INCREASED EDUCATION

- 211 participants submitted documentation to verify that they have completed additional coursework. Of these participants, 49% have increased their education enough to move to a higher level on the supplement scale.

INCREASED COMPENSATION

- The average rate of pay for a Child Care WAGE\$® participant is \$10.86 per hour (Florida's state minimum wage is \$8.05 per hour).
- 1,332 participants received at least one salary supplement check for completing a six-month period.
- The average six-month supplement: \$574.00 which is equivalent to at least \$0.55 cent an hour.

REDUCED TURNOVER

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

PARTICIPATING COUNTIES: • Broward • Miami-Dade

MORE THAN 33,000 CHILDREN WERE SERVED