

## WAGE\$ FUNDERS

- ELC of Miami-Dade/Monroe
- ELC of Broward County
- Palm Beach State College-Children's Services Council
- Prime Time of Palm Beach County, Inc.
- The Children's Trust of Miami-Dade

## EVALUATION RESULTS:

- 99% of participants are satisfied with the program.
- 96% of participants surveyed reported the WAGE\$ supplement helps ease financial stress.
- 81% of participants surveyed reported that they plan to take formal college coursework in the future.
- 76% of programs surveyed reported that WAGE\$ has helped increase morale which creates more positive child-teacher interactions.
- 93% of programs surveyed reported the importance of having a WAGE\$ counselor to help staff with professional development.

## PROFESSIONAL DEVELOPMENT ADVISORY COUNCIL

Brittany Birken, Ph.D. (CEO)  
Florida Children's Services Council

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

Katherine Gopie (Director for Professional Development)  
Prime Time Palm Beach County, Inc.

Linda Hood (Director)  
Kids World of Chipley

Ellen McKinley (President)  
Child Development Education Alliance

Peggy Roanne Moreno, Ed.D. (Director)  
Institute of Excellence in Early Care and Education  
Palm Beach State College

Larry Pintacuda (Director)  
Florida Afterschool Network

Deborah Russo (Director)  
Child Care Program  
Dept. of Children and Families

Barbara Sims (Regional Child Care Specialist)  
CCB Communications Management Center

Michelle Sizemore (Director)  
Program Standards and Professional Development  
Florida Department of Education

Kathryn Stuckey, Ed.D. (Program Manager)  
Dept. of Social and Behavioral Sciences  
State College of Florida, Manatee and Sarasota

Tammy Tener (Executive Director)  
Florida Family Child Care Home Association, Inc.

K. Lee Tirpak (Director of Program Operations)  
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.

Annual Report  
2011-2012

# CHILD CARE WAGE\$<sup>®</sup> and AFTERSCHOOL WAGE\$

FLORIDA  
Project

"WAGE\$ has increased morale and decreased staff turnover which makes for a better program altogether."

ACHIEVEMENT CENTERS FOR  
CHILDREN AND FAMILIES  
(PALM BEACH COUNTY)





# CHILD CARE WAGES®

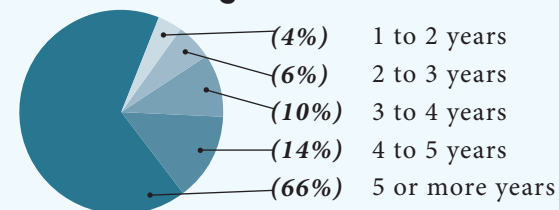
## ▶ ACTIVE PARTICIPANT INFORMATION

**Sex:** 99% Female 1% Male

**Ethnicity:** African American (22%)  
White (15%)  
Hispanic (58%)  
Other (5%)

**Position:** 1,370 Teachers and 57 Family Child Care Practitioners (1,427 Total)

### Years in Program:



## ▶ SALARY SUPPLEMENT SCALE

Level	Percentage	Annual Amount
▶ Level 1	11%	\$200
▶ Level 2	34%	\$450
▶ Level 3	4%	\$600
▶ Level 4	9%	\$750
▶ Level 5	5%	\$1125
▶ Level 6	19%	\$1500
▶ Level 7	11%	\$2250
▶ Level 8	7%	\$3000

## ▶ PROGRAM INFORMATION 2011-2012

**Auspice:**

Private Centers	(316)
Religious Sponsored	(50)
Head Start	(7)
Family Child Care Homes	(57)
Public Schools	(8)

### Participating Counties:

- Broward
- Miami-Dade
- Palm Beach

## ▶ WHAT WERE THE RESULTS?

### Increased Education

321 active participants submitted documentation to verify that they have completed additional coursework. Of these, 63% 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 WAGES® participant is \$10.90 per hour. (Florida's state minimum wage is \$7.67 per hour)

→ 1,681 participants received at least one salary supplement check for completing a six-month period that ended during this reporting period.

→ 473 programs participated in WAGES®, serving over 56,000 children.

→ Average six-month supplement: \$721.00

### Reduced Turnover

10% Turnover rate (compared to the national average of 30% to 40%)

# AFTERSCHOOL WAGES®

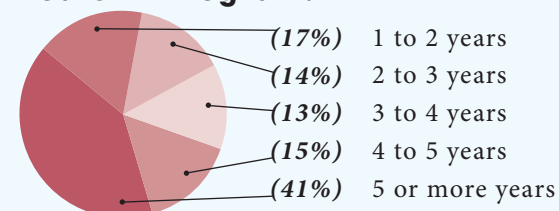
## ▶ ACTIVE PARTICIPANT INFORMATION

**Sex:** 79% Female 21% Male

**Ethnicity:** African American (31%)  
White (33%)  
Hispanic (20%)  
Other (16%)

**Position:** 2 Teachers, 6 Assistant Directors, 34 Activity Leaders, 59 Counselors, and 6 Program Coordinators (107 Total)

### Years in Program:



## ▶ SALARY SUPPLEMENT SCALE

Level	Percentage	Annual Amount
▶ Level 1	18%	\$200
▶ Level 2	3%	\$450
▶ Level 3	1%	\$600
▶ Level 4	38%	\$750
▶ Level 5	7%	\$1125
▶ Level 6	25%	\$1500
▶ Level 7	7%	\$2250
▶ Level 8	1%	\$3000

## ▶ PROGRAM INFORMATION 2011-2012

**Auspice:**

Boys & Girl Club	(4)
Public School	(28)
Community Center	(6)
Private Center	(5)

### Participating Counties:

- Palm Beach

## ▶ WHAT WERE THE RESULTS?

### Increased Education

37 active participants submitted documentation to verify that they have completed additional coursework. Of these, 43% have increased their education enough to move to a higher level on the supplement scale.

### Increased Compensation

→ The average rate of pay for a Afterschool WAGES® participant is \$11.73 per hour. (Florida's state minimum wage is \$7.67 per hour)

→ 122 participants received at least one salary supplement check for completing a four-month period that ended during this reporting period.

→ 43 programs participated in WAGES®, serving over 1,900 children.

→ Average four-month supplement: \$516.00

### Reduced Turnover

12% Turnover rate

## WHAT IS WAGES®?

The Child Care WAGES® FLORIDA Project awards low-paid child care and afterschool practitioners with salary supplements based on education and continuity of care. By increasing teacher retention, this program gives young children more stable relationships with better-educated teachers.

The WAGES® FLORIDA Project recognizes individual professional development efforts. WAGES® addresses low wages without affecting budgets, regular wages or parent fees within the child care and afterschool program.

## WHAT ARE THE GOALS OF WAGES®?

- **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 WAGES®, the practitioners and the centers improves the quality of care that children receive.
- **Reduce staff turnover** – WAGES® rewards and encourages continuity of care through improved staff retention.
- **Provide a professional development path** – The WAGES® salary supplement scale encourages and rewards gradual educational advancement.
- **Increase compensation** – WAGES® compensates practitioners for their education and stability through salary supplements.

## WHO IS ELIGIBLE FOR WAGES®?

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. There is a four month work requirement 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 WAGES®?

The WAGES® program:

- 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, fairly-compensated workforce.
- Provides a direct, graduated supplement that is logical and sufficient.
- Provides counseling and administrative support.

## WHO BENEFITS FROM WAGES®?

- **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 because they achieve higher levels of education and are better compensated for their work.
- **Centers, family home care, and afterschool programs** benefit because they have staff members who are knowledgeable about good early childhood and afterschool practices and who stay longer in their programs.