

## WAGES FUNDERS

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

## EVALUATION RESULTS:

- 99% of participants are satisfied with WAGES.
- 95% of participants say the WAGES supplement helps ease financial stress. 100% of participants say the WAGES supplement helps ease financial stress.
- 73% of Child Care and 69% of Afterschool programs reported that their staff are seeking more education which leads to higher quality care for children.
- 72% of Child Care and 77% of Afterschool participants reported that their WAGES supplement makes it easier for them to pay their bills.
- 97% of Child Care and 98% of Afterschool participants are satisfied with their job.

## PROFESSIONAL DEVELOPMENT ADVISORY COUNCIL

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*Florida Association for Child Care Management (FACCM)*

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*Redlands Christian Migrant Association*

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*Kids World of Chipley*

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*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 Spector (Executive Director)**  
*Florida Family Child Care Home Association, Inc.*

**K. Lee Tirpak (Chief Program Officer)**  
*Early Learning Coalition of Broward County, Inc.*



Child Care WAGES® FLORIDA Project and Afterschool WAGES Florida Project

# WAGES

2013-2014

# ANNUAL REPORT



[www.wages-fl.com](http://www.wages-fl.com)  
888-FL-CHILD (888-352-4453)

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

# WHAT IS WAGES\$?

The WAGES\$ FLORIDA Project rewards early childhood and afterschool practitioners with salary supplements based on their education and continuity of employment. By increasing teacher retention, WAGES\$ provides children with more stable relationships and better-educated teachers. WAGES\$ 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 WAGES\$?

- Increase the knowledge base of practitioners
  - Children are better served when providers have knowledge about child development and early learning.
- Support continuing education- It is important for child care practitioners to focus on continuing their own growth and development, as well as that of children.
- Create a partnership – The partnership among WAGES\$, practitioners, and 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\$ rewards and encourages continuity of care through improved staff retention.

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

## 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

## Who benefits from WAGES\$?

- **Children** receive 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** achieve higher levels of education and are better compensated for their work.
- **Centers, family child care homes, and afterschool programs** have staff members who are knowledgeable about best early childhood and afterschool practices and who stay longer in their programs.

## CHILD CARE WAGES\$®

### ▶ ACTIVE PARTICIPANT INFORMATION

#### Sex:

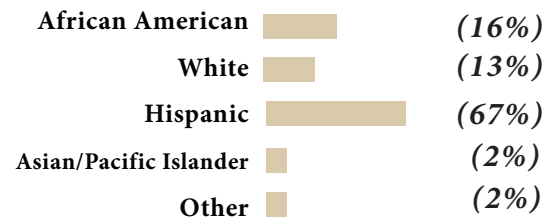


99%  
Female



1%  
Male

#### Ethnicity:



## AFTERSCHOOL WAGES\$

### ▶ ACTIVE PARTICIPANT INFORMATION

#### Sex:

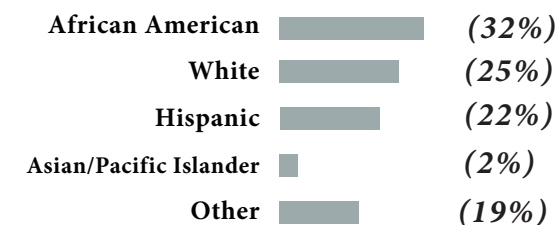


83%  
Female

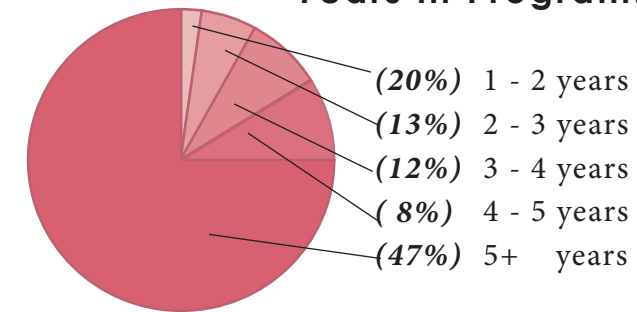


17%  
Male

#### Ethnicity:



#### Years in Program:



#### Position:

1,061 Teachers in Center-Based Programs and 43 Family Child Care Practitioners.

## WHAT WERE THE RESULTS?

### Increased Education

172 active participants submitted documentation to verify that they have completed additional coursework. Of these, 35% have increased their education enough to move to a higher level on the supplement scale.

- WAGES\$ recipients served more than 41,000 children throughout the state of Florida.

### Increased Compensation

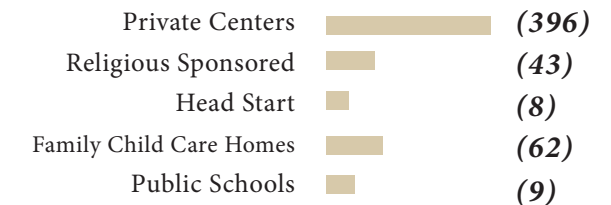
- 1,752 participants received at least one salary supplement check.
- The average six-month supplement was \$565.

### Reduced Turnover

The turnover rate was 8%

#### ▶ PROGRAM INFORMATION 2013-2014

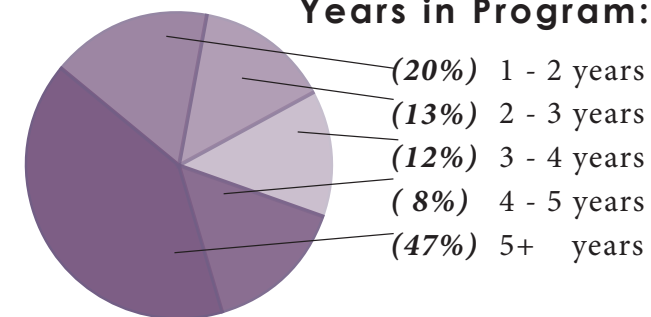
##### Auspice:



#### Participating Counties:

- Broward
- Miami-Dade
- Palm Beach

#### Years in Program:



#### Position:

6 Assistant Directors, 45 Activity Leaders, 43 Counselors, and 5 Program Coordinators.

## WHAT WERE THE RESULTS?

### Increased Education

28 active participants submitted documentation to verify that they have completed additional coursework. Of these, 21% have increased their education enough to move to a higher level on the supplement scale.

- WAGES\$ afterschool recipients served more than 17,000 children throughout the state of Florida.

### Increased Compensation

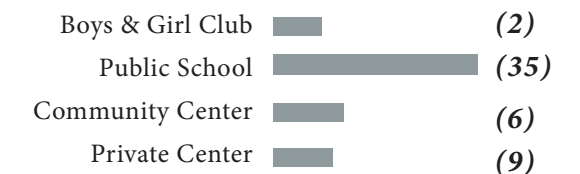
- 115 participants received at least one salary supplement check.
- The average four-month supplement average was \$552.

### Reduced Turnover

The turnover rate was 21%.

#### ▶ PROGRAM INFORMATION 2013-2014

##### Auspice:



#### Participating Counties:

- Palm Beach