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## WAGE\$ Funders

- The Children's Trust of Miami-Dade
- ELC of Miami-Dade, Monroe
- ELC of Manatee County
- ELC of Brevard County
- ELC of Broward County
- Palm Beach Community College-Children's Services Council

The Child Care WAGE\$® FLORIDA Project is licensed by  
Child Care Services Association of Chapel Hill, NC.

## What the field had to say:

"This supplement gave our family a much needed boost. It helps offset some cost when you receive the check. WAGE\$ also helps to pay for some of my college courses."

—Tiny Tots Child Care, Broward County

"Child Care WAGE\$ is a great program. It has provided an avenue for child care providers to broaden their child development horizon and be compensated in the process."

—Irma H. Wesley Child Care Center, Broward County

"After working in this field for so long, it's very nice to see that finally someone is realizing what an important job this is."

—Anonymous, Brevard County

"Our participation has benefited the children because our teachers get excited about their checks and pursuing education."

—Haverhill Baptist Day School, Palm Beach County



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[www.thechildrensforum.com/WAGE\\$](http://www.thechildrensforum.com/WAGE$)

The Children's Forum administers this program through contracts with local Early Learning Coalitions, Children's Services Councils 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.



# CHILD CARE WAGE\$® FLORIDA PROJECT

## Annual Report 2007-2008

## What Is WAGE\$?

Child Care WAGE\$® FLORIDA Project awards low-paid teachers, directors and family child care providers 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 Child Care WAGE\$® FLORIDA Project recognizes individual professional development efforts. WAGE\$ addresses low wages without affecting budgets, regular wages or parent fees within the child care program.

## What Are the Goals of WAGE\$?

- **Increase the knowledge base of participants** – Children are better served when caregivers have more knowledge about child development and early education.
- **Support continuing education**– It is important for caregivers to focus on continuing their own growth and development, as well as that of the children.
- **Create a partnership** – The partnership among WAGE\$, the caregivers and the centers improves the quality of care that children receive.
- **Reduce staff turnover** – WAGE\$ rewards and encourages continuity of care.
- **Provide a professional development path** – the WAGE\$ salary supplement scale encourages gradual educational advancement.
- **Increased compensation** – The Child Care WAGE\$® FLORIDA Project compensates caregivers for their efforts through wage supplements.

## Who's Eligible for WAGE\$?

Applicants 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 in a child care program (center or home).\*
- Earn **less than \$17.50** an hour as a teacher or as a director.\*
- Have a **formal child care credential and/or education** beyond a high school diploma.

*\*Individual county requirements differ*

## What Are the Benefits of WAGE\$?

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

## Who Benefits from WAGE\$?

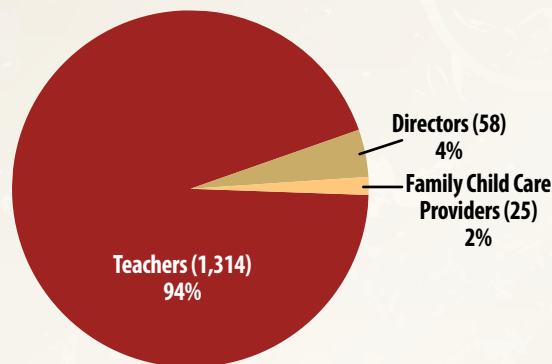
- **Children** benefit from uninterrupted care from providers who are specialists in early childhood education, who understand child development and who are sensitive to their needs.
- **Caregivers** benefit because they achieve higher levels of education and are better compensated for their work.
- **Centers and Family Child Care Home Programs** benefit because they have staff members who are knowledgeable about good early childhood practices and stay longer in their programs.

## What Counties Currently Participate in WAGE\$?

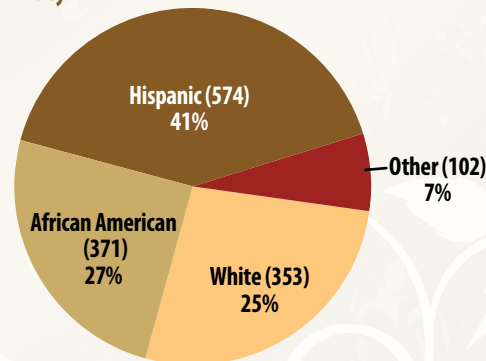
- Brevard • Broward • Manatee • Miami-Dade • Palm Beach

## Who Participates in WAGE\$?\*

Active participants: 1,397 (99% Female)



## Ethnicity



## Active Center Information:

- Total number of child care centers: 395
- Total family child care homes: 25
- Number of children served: **more than 44,000** throughout the state of Florida

*\*This data reflects centers with paid participants.*

## Did you know

- **97%** of participants are satisfied with the program.
  - **91%** of participants report that having WAGE\$ as an incentive has made them more willing to seek additional education.
  - **89%** of participants plan to take additional coursework.
  - **71%** of participating child care programs report an increase in morale, which creates more positive child-teacher interactions.
  - **65%** of participants say that they have been better able to pay their bills since receiving the salary supplement.
  - **57%** of participants report being better able to address the needs of their family since receiving the salary supplement.
  - **11%** turnover rate (compared to the national average of 30% to 40%).
  - **1,676** participants received funding during the 2007-2008 fiscal year.
- Average six month supplement: **\$364**

## Participant Education

**153 (11%) 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.

Average supplement increase: **\$449**

**2%** have a BA/BS in early childhood education.

**18%** have a BA/BS in another field.

**5%** have an AS/AAS in early childhood education.

**6%** have an AS/AAS in another field

**5%** have 45 credits toward an AS in early childhood education.

**9%** have a National CDA.

**33%** have a FL Staff Credential.

## WAGE\$ Budget

Total investment for 2007/2008 was **\$1,424,688**.

