

## **Proposed Strategy to Address Gaps in the Early Care and Education Professional Development System Infrastructure**

### **1. Early Care and Education Salary and Retention Program**

Statewide grant dollars would fund the establishment of an administrative home to provide oversight and implementation of a salary and retention program. This would provide the infrastructure necessary as the state works toward building a comprehensive professional development system.

#### **Strategy Activities and Characteristics**

- The administrative home would be responsible for program marketing; distribution, review, and decision-making of applications; incentive distribution; database management; program and fiscal monitoring; and reporting activities
- The administrative home would be chosen through an RFGA process and would require the qualifying applicant to have a statewide reputation in Early Care and Education as well as a proven ability to manage and monitor large-scale state programs
- Incentives paid to participating individuals would address hours worked per week; length of employment; current wage earned; and continuous educational advancement
- Requirements for participation by providers would address program certification, licensure, or other regulation; commitment by provider to monitor and verify participant employment; ages of children served; commitment not to use wage enhancements as a substitute for annual merit or other salary increases

#### **Expected Impacts and Change**

- The early care and education workforce retention rates would improve in regions providing financial support so that children are receiving higher quality and more stable care
- The skills of the workforce would improve as educational attainment is obtained and maintained
- Education level of the workforce would increase
- Early childhood professionals would continue to obtain education as wage enhancements are provided either annually, or per six-month period
- Parent costs remain reasonable as wage enhancements do not increase costs to families

#### **Regional Coordination Opportunities**

- With statewide dollars supporting the infrastructure and administrative home development, Regional Partnership Councils then have the opportunity to provide funding for specific wage enhancements in their communities

Funds Requested to Support Strategy

	FY09	FY10	FY11
<b>Personnel/ERE (4 FTE)</b>	129,920.00	259,840.00	259,840.00
<b>Travel</b>	3750	7,500	7,500
<b>Supplies for Personnel</b>	3000	6,000	6,000
<b>Rent/Utilities</b>	12500	25,000	25,000
<b>Administrative Costs/Indirect</b>	17500	35000	35000
<b>Database Development</b>	100,000	-	-
<b>Database Management</b>	25,000	50,000	50,000
<b>Total</b>	<b>291,670</b>	<b>383,340</b>	<b>383,340</b>