

Child Care Retention (AB 212) Program Report

Return To: Early Education and Support Division
Local Planning Council Consultant
1430 N. Street, Suite 3410
Sacramento, CA 95814

Due Date:
Annually on July 20

ORGANIZATION INFORMATION

County – Nevada County	Contract #: CLPC-5028
Legal Entity for this County’s Local Planning Council: Nevada County Superintendent of Schools	
Agency Contact: Scott Lay	
Title: Superintendent	
Address: 380 Crown Point Circle	
City: Grass Valley	Zip 95945
Phone: 530.478.6400	
Fax: 530.478.6410	

EXPENDITURE INFORMATION

1. TOTAL FUNDING ALLOCATION	\$20,630
2. TOTAL YEARLY EXPENDITURES	
COST OF PLANNING	0
ADMINISTRATIVE COSTS	\$1,528
RETENTION ACTIVITIES	\$19,102

3. TYPES OF RETENTION ACTIVITIES:

- | | |
|---|--|
| <input checked="" type="checkbox"/> STIPENDS | <input type="checkbox"/> BENEFITS (Health/Vision/Dental) |
| <input checked="" type="checkbox"/> TRAINING | <input type="checkbox"/> SUBSTITUTE POOL |
| <input checked="" type="checkbox"/> OTHER (please indicate) | Coaching (onsite/online), Peer Mentors, PLC |

IDENTIFIED CATEGORIES	Associate Teacher and Assistant	Teacher	Master Teacher	Site Supervisor/Program Director
NUMBER OF RECIPIENTS	17	11	1	20
TOTAL EXPENSES	\$10,150	\$5,407.65	\$500	\$8,850
RANGE OF BENEFITS PER RECIPIENT	\$200-\$1300	\$200-\$1300	\$200-\$1300	\$200-\$1300

4. What impact has this program had on your county staff retention objectives? (Add pages)

The AB 212 Staff Retention Plan has had the following positive impact on the county's staff retention objectives:

1. Promoted and retained qualified early childhood educators working in Title 5 centers and providers participating in the Family Child Care Home Network (FCCHN), as evidenced by:
 - The increase in number of FCCHN providers, state funded program teachers and directors successfully and actively participating in quality improvement frameworks including but not limited to Quality Counts CA, Nevada County Early Quality Matters, professional learning communities focused on continuous and sustainable quality improvement strategies that support children's learning and development.
 - The increase in educational level and permit level of staff at state funded and FCCHN providers.
 - Increased number of courses and training completed resulting in additional recruitment of a prepared, diverse workforce reflective of the families served.
2. Coordinated and collaborated with local quality improvement initiatives to advance the professional growth and education of the early care and education workforce in Nevada County, as evidenced by:
 - Increased training opportunities offered in the areas of social emotional development, scientific thinking and inquiry, math, language and literacy.
 - Increased and integrated effort to collaborate amongst local agencies to provide high quality trainings and professional growth opportunities for all educators resulting in more training and coaching, and a centralized master calendar of professional growth and development opportunities for all early care and education professionals in the county.

College Education and Professional Development Stipend Awards

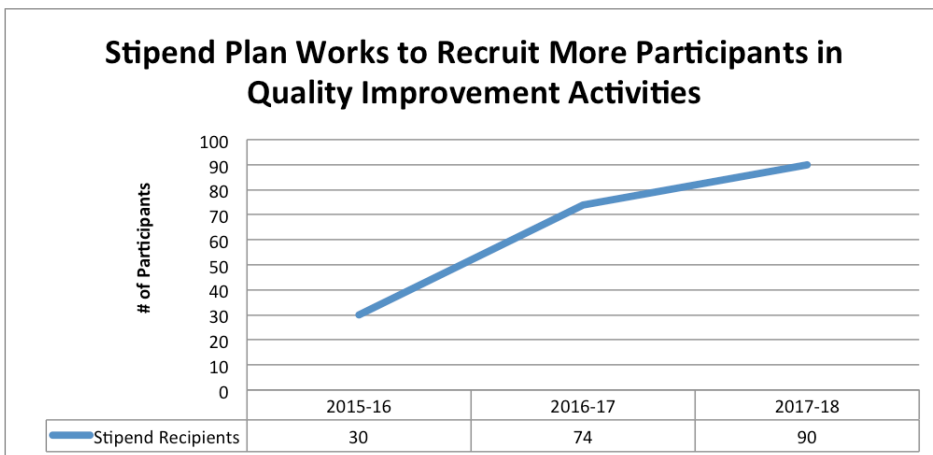
This year, CCCC worked with First 5 Nevada and County Office of Education to align efforts and blend funding to consolidate retention funds/grants and professional development opportunities for all Nevada County early care and education (ECE) professionals participating in AB212. Specifically, by aligning QRIS-IMPACT, I/T Block Grants and the AB212 funds, we were able to further advance professional growth opportunities and maximize the impact in supporting educators working in state funded programs and FCCHN's.

Results of agency collaboration and leveraging funds from the AB212, CTKS, COE, IMPACT and I/T Block Grants are as follows:

❖ Stipend Recipients continue to increase participation in Quality Improvement Frameworks!

- Engagement in Quality Improvement Effort: 22% increase compared to last fiscal year
 - The total number of stipend recipients working in state funded programs and FCCHN continue to increase with 90 stipend recipients (25 FCCHN)

providers and assistants, 65 from state funded preschool programs and CDE center based programs).

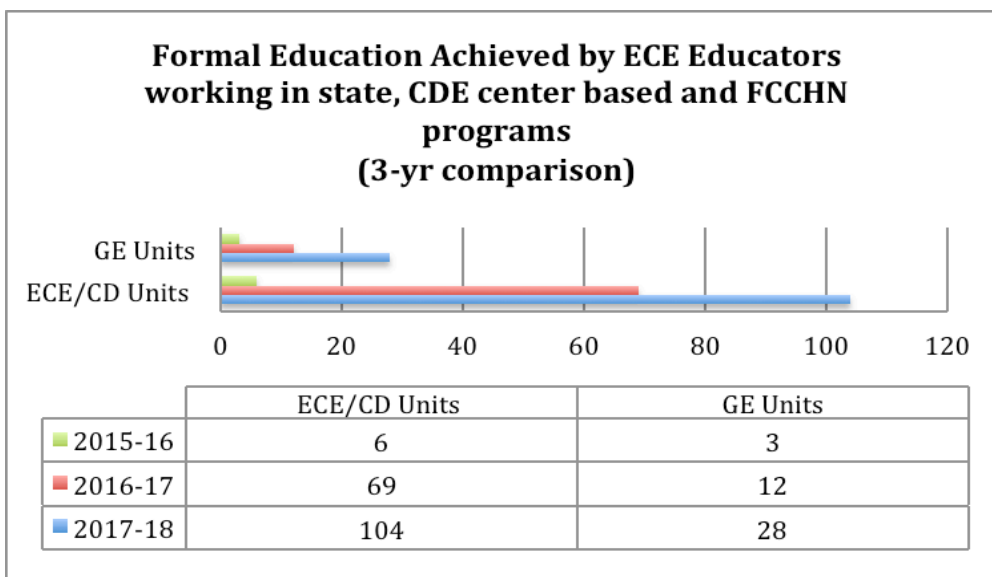


❖ **AB212 Staff Retention Plan and Leveraging Funds Increased ECE Professional Development, Credentials and Training**

- ☑ Professional Growth Training: 53% increase compared to last fiscal year
- ☑ Formal Education: 70% increase compared to last fiscal year.

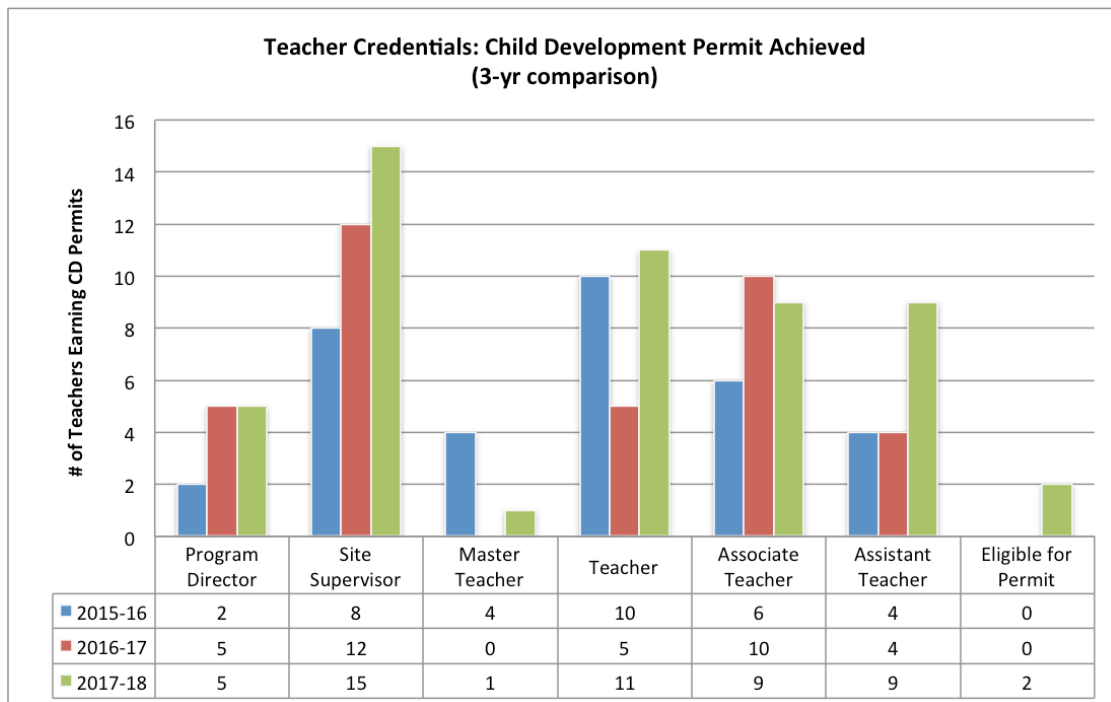
Professional Growth Hours Earned	
2016-17	2017-18
810+	1239+

- 24 early care educators working in state funded programs and FCCHN received support in increasing their formal education. Sixteen of the 24 ECE educators were paid through the CTKS grant.
 - 50.72% increase in teachers completing ECE/CD units compared 2016-17
 - 133% increase in teachers completing GE units compared 2016-17



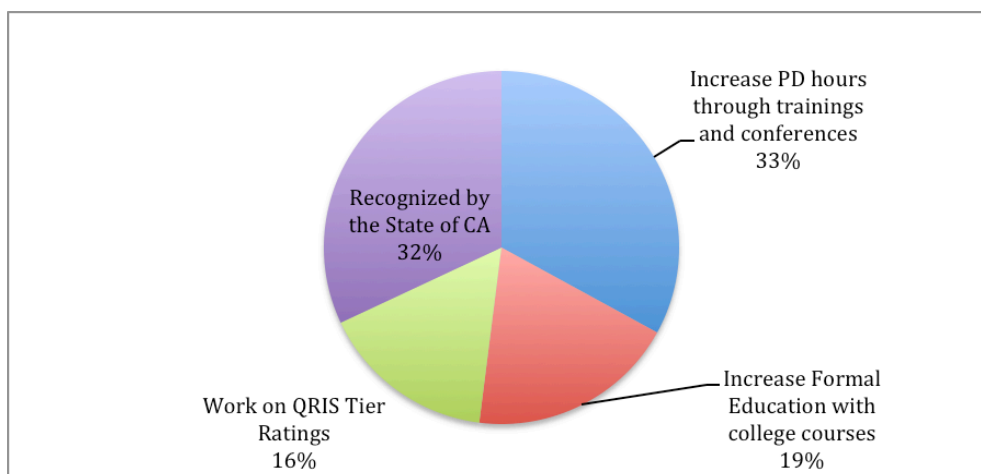
☑ Teacher Credentials: Child Development Permit

- 42% increase in number of renewals and applications, as well as increase in child development levels.
 - 36 in 2016-17 to 51 in 2017-18



On June 2018, the Child Care Coordinating Council (CCCC) conducted an Education Survey from stipend applicants. Results were as follows:

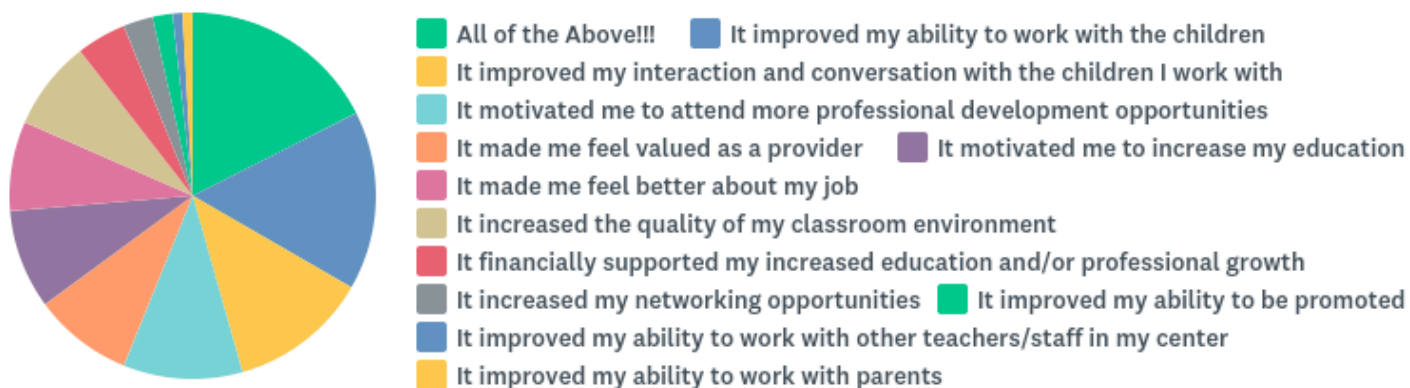
- ❖ Cash stipends and professional development opportunities are among the top three most important factors for retention and encouragement to participate in professional development activities.
 - 88.6% responded that they will increase their formal education and enroll in college courses knowing that PD stipends will be available for them next year
 - When asked how the availability of stipends encouraged participants:



- ❖ The participants' responses show that CCCC encouraged and elevated child care staff working in Nevada County state-funded child development programs and FCCHN's to remain in the field of early childhood education through *targeted opportunities for professional development and education, educational stipends and reimbursement for college-based, credit-bearing education, and professional development trainings.*
- ❖ The following depicts participants' response on how they are doing things differently at their program as a result of attending PD workshops and/or ECE/CD courses

program aware curriculum new better teaching
 classroom ideas learned Using children
 interactions CLASS making helped able implement
 coaching environment work

- ❖ The following depicts participants' response on how PD activities impacted them



- ❖ Text analysis results of how the Nevada County LPC – the Child Care Coordinating Council, the AB212 Stipend Plan, and the QI support systems (recognition, stipend and educational opportunities) through our program benefited participants:

teachers others Learning providers Meeting mentor children new
 Networking workshops work trainings
 knowledge Learning new stipend program ideas field support
 classes

TOTAL NUMBER OF TITLE 5 CENTER-BASED STAFF WORKING IN THE COUNTY

65

INSTRUCTIONS

Organization Information:

1. Identify your *COUNTY NAME*, *LEGAL ENTITY (AGENCY) NAME*, and *CONTRACT NUMBER* from your current contract face sheet.

Identify information indicated for **contact person** responsible for overseeing this contract.

Expenditure Information:

1. Total Funding Allocation:

Enter total contracted amount, including any amendments, for current contract indicated above. This information is available on your contract face sheet.

2. Expenditure:

Provide information for prior fiscal year July 1 ending June 30.

- **Cost of Planning:** Indicate total expenditures used for planning purposes, should not exceed 1% of total allocation.
- **Administrative Costs:** Indicate expenditures considered administrative, this may include indirect if applicable. This amount shall not exceed 15% (including planning costs) of total allocation.
- **Retention Activities:** Indicate total amount provided to retain qualified child development employees.

3. Types of Retention Activities:

Check all boxes that apply. You may submit table on separate sheet if necessary.

- **Categories:** List prioritized retention groupings as listed in your plan. (For example: Teachers, Associate Teachers, Master Teachers, Infant/Toddler program teachers, etc. Include Site Supervisors and/or Program Directors if they provide direct services to children.)
- **Recipient Served:** Identify, by category, number of recipients served by retention activity(ies).
- **Expenditure:** Identify, by category, total amount spent on retention activity(ies).
- **Range of Benefit:** List cost grouping of benefits given to individuals in each category. (For example: Associate Teachers received benefits in the range of \$250-\$750 OR Teachers received benefits in the range of \$500-\$2000.)

