

Rockingham County
Partnership for Children



July 1, 2018

Dear Early Childhood Education Incentives Recipient/Applicant,

As many of you are aware, the Partnership for Children is continually faced with providing critical services in our early childhood community with limited resources. As we move into a new year (our "year" starts on July 1st) we want to make sure you are aware of a change to our Early Childhood Education Incentives program that may impact you.

Effective July 1, 2018, the Early Childhood Education Incentives program will award incentives for coursework completed toward a certificate, diploma or degree (AAS, BA, BS) in early childhood education/child development with a grade of a B or higher. Previously, incentives were available for coursework completed with a grade of C or higher. Retention bonuses are not impacted by this change.

As we strive to increase the quality of early care and education provided countywide, our Board of Directors believes this is a positive step forward. We are incredibly proud of our dedicated early childhood educators. Over the years we have been fortunate to watch the continued development of our licensed centers and homes. This has been possible, in large part, due to the efforts and commitment of so many of you. Your continued educational development, coupled with the diligent application of your skills and your love and dedication for the children in our county, has made the difference in our shared success.

Wishing you well,

Heather Adams
Executive Director

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 www.rockinghamkids.org

 [/rockinghamcopartnership4children](https://www.facebook.com/rockinghamcopartnership4children)

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Rockingham County Partnership for Children, Inc.

Education Incentives Program Summary for 2018-2019

The purpose of the Education Incentives Program is to provide financial assistance to Rockingham County early educators who demonstrate their dedication to providing quality early care and education experiences for young children by improving staff education through the completion of college level coursework in a program of study (certificate, diploma, AA degree, or BA/BS degree) in early childhood education or child development. Please note applicants may not receive Education Incentives for the completion of multiple certificates, diplomas, AA degrees or BA/BS degrees in the field.

Individual Bonus

The individual Education Incentive bonus is paid at a rate of \$50 per credit hour for courses completed with a grade of “B” or higher that are required as part of a program of study in early childhood education, child development, or birth-kindergarten licensure at an accredited institution of higher learning.

- ☞ In order to participate in the program, individuals must provide a completed application each semester which includes documentation that they meet the following requirements:
 - Work at a regulated child care facility in Rockingham County at least 10 hours per week (time sheet signed by a supervisor or a check stub and documentation of license status required)
 - Head Start and public pre-k classrooms can be unlicensed if they provide documentation that they meet guidelines set forth by Head Start or the Department of Public Instruction.
 - Have been employed by the facility at least 6 months (Statement of Eligibility with supervisor’s signature required)
 - Have declared a program of study in early childhood education, child development, or birth-kindergarten licensure at a regionally accredited institution of higher learning (A copy of a current grade report or transcript indicating the approved program of study or a letter from an advisor is required).
 - Have completed courses required for the program with a grade of a “B” or higher (Grade report or transcript with current semester date and a list of degree requirements is required).
 - Documentation of the facility license status
 - Complete a W-9 tax
 - Complete an enrollment survey about your plans for coursework for the next semester
 - Complete a satisfaction survey about the program

Retention Bonus

Education Incentives offers a retention bonus component designed to reduce the turnover of providers who complete a degree in early childhood education. Only providers who have graduated in the last three years are eligible for these bonuses. Retention bonuses are paid at the following rates:

- Continued employment for one year following completion of AA or BA/BS degree \$1,000
- Continued employment for two or three years following completion of AA or BA/BS degree \$1,250

- ☞ In order to be eligible to receive a retention bonus, the individual must meet the following requirements:
 - Continue employment at the same child care center/home where he or she was employed upon completion of the degree and work a minimum of 25 hours per week. If the individual works more than 10 hours per week but less than 25 the bonus amount will be prorated based on the number of hours worked.
 - Submit a completed application each year in accordance with the deadlines mentioned below that fall closest to the anniversary date of their graduation (for example, May graduates must apply by the June 7th deadline). The following documentation should be submitted with the application to RCPC:
 - A recent timesheet signed by the supervisor or a check stub
 - A copy of the degree/diploma
 - Documentation of the facility license status
 - A W-9 tax form

Application Deadlines and Requirements

Applications for the incentive must be submitted by the application deadline for the semester just completed. For the 2018-2019 fiscal year, the deadlines are as follows:

Semester	Education Incentive Application Deadline
Summer 2018	August 24, 2018
Fall 2018	January 14, 2019
Spring 2019	June 7, 2019

Applications submitted after these deadlines will not be paid.

- It is the recipient’s responsibility to obtain the necessary documentation (completed Statement of Eligibility, timesheet, documentation of license status, W-9 form, satisfaction survey, etc.) to support their application for the incentive and submit it to RCPC for approval prior to the application deadline.
- Education Incentives applications must contain original signatures. Faxed copies will not be accepted.
- Incomplete applications will not be accepted and will be returned to the applicant for completion.
- In the event that information submitted is misrepresented or incorrect, the individual will be required to refund the bonus to the Partnership for Children.
- Education Incentive bonuses are paid on a first come, first served basis as long as funds are available. Meeting all program requirements does not guarantee receipt of the bonus.

Contact April Cox at RCPC at 342-9676 ext. 207 for more information about this program.

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Education Incentives Award - Statement of Eligibility

As the recipient of the Education Incentives award from the Rockingham County Partnership for Children in the amount of \$_____, I _____, attest that I work _____ hours per week and have been at my employer for the length of time required by the program. My employment with _____ began on _____.

My position is _____. # of children in my classroom_____.

Semester and Year Applied for: _____

Individual Bonus- Courses Taken:

Course Name	Grade Earned	Required for Degree? Yes or No

Please answer the following question:

1. Will you continue to work towards your degree next semester or are you graduating?
 Yes No Graduating with AA degree Graduating with BA/BS degree

Retention Bonus:

Year Applying For	Amount	Check appropriate box
Year 1	\$1,000	
Year 2	\$1,250	
Year 3	\$1,250	

Recipient's Signature Date

Facility Director/Supervisor's Signature Date

CCR&R Coordinator's Signature Date

For Office Use Only

License Status of Facility	# Hours/Week	Position	# of children served	Degree Track
Semester Ended Date		Date App. Received		Award \$

Rockingham County
Partnership for Children



EDUCATION INCENTIVES MEMORANDUM OF UNDERSTANDING
Between Rockingham County Partnership for Children &
----- (Participant Name)

As a participant in the Education Incentives Program, sponsored by Rockingham County Partnership for Children, Inc. (RCPC), I understand that I am responsible for supporting the following criteria/arrangements. I further understand that my failure to comply with the following criteria/arrangements will result in my removal from the program.

↪ The purpose of the Education Incentives Individual Bonus is to provide financial assistance to Rockingham County child care providers who demonstrate their dedication to providing quality care by attending college courses towards a program of study (certificate, diploma, AA degree, or BA/BS degree) in early childhood education, child development, or birth-kindergarten licensure. Applicants may NOT receive Education Incentives for the completion of multiple certificates, diplomas, AA degrees or BA/BS degrees in the field.

↪ The Individual Education Incentives Program will pay a bonus of \$50 per credit hour for courses required to complete a course of study in early childhood education or child development with a grade of a B or higher.

↪ In order to participate in the **Individual Bonus** program, individuals must provide the following documentation:

(Please check each box for all documents required for application)

- Completed Statement of Eligibility with all signatures
- Timesheet signed by supervisor or check stub (within the last month)
- Copy of facility license
- Signed Memorandum of Understanding
- Transcript, Profile Page or a letter signed from advisor with early childhood, child development, or B-K licensure major declared
- Grade report or transcript with current semester date (Ex. Spring 2019)
- List of courses required for declared major (Ex. Course catalog, degree audit, etc.)
- Completed Federal W-9 form (signed and dated)
- Completed Satisfaction Survey
- Completed Participant Enrollment Form

↪ In order to reduce the turnover rate of child care providers who complete at least an associate's degree in early childhood education, RCPC will also provide annual retention bonuses for three years after the completion of the degree. To be eligible for this reward, a provider must continue employment with the same facility where they were employed at the time of graduation and work a minimum of 25 hours a week. These retention bonuses will be awarded in the amount of \$1,000 the first year following graduation and \$1,250 the second and third years.

↪ To apply for the **Retention Bonus** an individual must submit the following documentation to RCPC according to the deadline that falls closest to the anniversary date of their graduation (for example, May graduates must apply by the June 7th deadline): **(Please check each box for all documents required for application)**

- Completed Statement of Eligibility with all signatures
- Signed Memorandum of Understanding
- Copy of AA or BA degree
- Time sheet signed by supervisor or check stub (within the last month)
- Copy of the facility license
- Federal W-9 form
- Completed Satisfaction Survey

↪ Applications for the incentive must be submitted by the deadlines listed on the program summary included in the application packet. **Applications submitted after the deadline for the respective semester will not be paid.**

↪ It is the applicant's responsibility to obtain the required documentation to support their application for the incentive. **Incomplete applications will not be accepted and will be returned to the applicant for completion.**

↪ In the event that information submitted is misrepresented or incorrect, the individual will be required to refund the bonus to the Partnership for Children.

↪ **Education Incentive bonuses are paid on a first come, first served basis as long as funds are available. Meeting all requirements does not guarantee receipt of the bonus.**

Education Incentives Participant Date

CCR&R Coordinator Date

Executive Director Date

MOU Education Incentives – Effective 18-19 Fiscal Year

Rockingham County Partnership for Children, Inc. Education Incentives Award Satisfaction Survey 2018-2019

Please rate your response to the following questions on a scale of one (strongly disagree) to five (strongly agree). Feel free to share any comments that will help in the evaluation of the effectiveness of this program.

1. The Education Incentives program makes it easier for me to continue or complete my education in the early childhood education field and/or remain with my employer.

Strongly Agree Somewhat Agree Agree Somewhat Disagree Strongly Disagree
 5 4 3 2 1

Please explain: _____

2. I understand the link between the education level of teachers and the quality of a child care environment and this understanding has influenced my interest in continuing my education.

Strongly Agree Somewhat Agree Agree Somewhat Disagree Strongly Disagree
 5 4 3 2 1

Please explain: _____

3. Continued eligibility to participate in the Education Incentives program has contributed to my decision to remain with my current employer.

Strongly Agree Somewhat Agree Agree Somewhat Disagree Strongly Disagree
 5 4 3 2 1

Please explain: _____

4. I am satisfied with the Education Incentives program as a bonus for continuing my education in the early childhood field and/or remain with my employer.

Strongly Agree Somewhat Agree Agree Somewhat Disagree Strongly Disagree
 5 4 3 2 1

Please explain: _____

5. I feel I have a positive relationship with the Partnership for Children and I will continue to use the services available to me as well as refer others to the Partnership for services.

Strongly Agree Somewhat Agree Agree Somewhat Disagree Strongly Disagree
 5 4 3 2 1

Please explain: _____

Please tell us a little about yourself:

How long have you been in the early childhood education field? _____

How long have you been with your current employer? _____

What is your ultimate educational goal? _____

If you completed your degree this semester, please tell us a little about your journey to achieve a college degree and how this program may have contributed to your success.

Any additional comments or suggestions: _____

Rockingham County Partnership for Children Education Incentives Participant Enrollment Survey

In order to help us plan our budget for Education Incentives for the remainder of the year, please answer the following questions.

Participant Name: _____

Employer: _____

1. In the coming semester (circle one – fall, spring, summer), I will will not be enrolled in courses towards a degree in the early childhood field. *Please indicate the upcoming semester and your plans for enrollment.*

2. If you will be enrolled in courses next semester, please indicate at which college you will be enrolled.

- Rockingham Community College
- University of North Carolina at Greensboro
- Greensboro College
- Guilford Technical Community College
- Forsyth Technical Community College
- Haywood Community College
- Stanley Community College
- Other, please indicate _____

3. List the courses and the number of credit hours for which you will be enrolled in the coming semester.

<u>Course</u>	<u>Credit Hours</u>
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____
6. _____	_____

4. Will you be graduating at the conclusion of the next semester? Yes No

If Yes, AA degree BA/BS degree

