


Staff Retention Plan for State Subsidized Center Based Programs (AB 212)		
<p>Description: The staff retention program was developed to assist counties in improving the retention of qualified employees who work directly with children who receive state subsidized child care services.</p>		
<p>Return To:</p> <p>Early Learning and Care Division California Department of Education AB 212 Staff Retention Plan 1430 N Street, Suite 3410 Sacramento, CA 95814-5901</p>		
APPLICANT ORGANIZATION INFORMATION		
County: San Diego		
Legal Entity for this County's Local Planning Council:		
Agency Contact:	Richard Wanne	
Title:	Director Eligibility Operations	
Address:	1255 Imperial Ave., Suite 446	
City:	San Diego Zip Code: 92101	
Phone:	(619) 338-2869	
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CERTIFICATION		
<p>The funding requested herein is to supplement, not supplant, existing efforts and investments to retain qualified child care staff at the local level. The funding associated with this request shall be allocated to retain qualified child care employees who work directly with children who receive subsidized care in state- subsidized, center-based programs.</p> <p>I certify under penalty of perjury that: I am the Local Planning Coordinator or other authorized representative for this County; I have read the full content of the Guidelines for this funding; and to the best of my knowledge and belief, the information in this application and in any attachments hereto are true and correct.</p>		
 Signature, LPC Coordinator (or authorized representative)		May 1, 2020 Date
Dezerie Martinez, LPC Coordinator Typed Name and Title		
ELCD/QIO USE ONLY		
Application meets AB 212 Guideline Requirements	YES	NO

Section I – Introduction

San Diego AB 212 CARES is a comprehensive program to promote retention and quality improvement in all licensed state-subsidized center-based programs and family child care home education networks (FCCHEN) in San Diego County.

ELIGIBILITY

Program Requirements: (only one option available per year)

OPTION 1

- Must meet with a college counselor to obtain an educational plan towards an approved Child Development (CD) degree or other child development related degree. Educational plans for participants who are pursuing an AB 212 CARES approved child development related degree must include a minimum of 24 CD units.
- Must complete and submit an annual AB 212 CARES professional development plan.
- Must complete college units included in educational plan with a grade “C” or better.

OPTION 2

- Meet with a professional development advisor to develop a professional development plan to include professional learning activities in alignment with Quality Counts California (QCC), California’s implementation of QRIS.
- One stipend will be awarded for completion of 21 hours or more of professional development completed ONLY in any of the following: ERS, CPIN, PITC, DRDP, CA CSEFEL (Teaching Pyramid), or other QCC approved professional learning opportunities offered by YMCA Child Resource Services or San Diego County Office of Education, as approved through the San Diego QRIS Consortium. All hours of professional learning must be completed after enrollment in AB 212 CARES and prior to June 30.

Employment Requirements:

- Must be an employee working directly with at least three children receiving subsidized care in a CDE funded center-based program or a family child care home education network.
- Must be working directly with children for a minimum of 15 hours/week.
- Must continue working for the same agency or facility or family child care home network for 9 months after initial application. In subsequent years, the participant must maintain employment in any state-subsidized center-based child care program or family child care home network.
- **Addendum to Employment Requirements:** *During the Covid-19 Pandemic, the exception to this requirement will be allowing payments to those who would have completed their 9-month employment requirement between March 14th and June 30th 2020. These participants will be eligible if they remained employed in the same program as of March 13, 2020.*

STIPEND AMOUNTS

Education Stipends (OPTION 1)

- **General Stipend:** \$300 per unit for a minimum of 3 units and a maximum of **15** units
- **Specialization Stipend:** \$400 per unit and a maximum of 6 units (units must be part of a specialization in Infant Toddler, as indicated in the participant’s professional development plan). Units and courses may not count for payments in both General and Specialization stipends.

Professional Development Stipend (OPTION 2)

- Twenty-one hours of professional learning completed annually. Must be earned after entry into the program. Limited to one stipend annually.
 - \$300

Permit Stipend: To be paid at the end of the fiscal year, if funding is available.

- Assistant, Associate Teacher, and Site Supervisor Permit, \$250
- Teacher, Master Teacher, \$500
- Program Director Permit, \$750

Additional Stipends:

- **Degree Stipend:** Degree must be earned after entry into the program
 - AA Degree, \$500
 - BA Degree, \$750
 - MA/Credential, \$1000 to be paid at the end of the fiscal year, if funding is available.
- **Bonus Stipend:**
 - If funding is available after non-bonus stipends are paid.
 - Books/Technology/Materials Stipend: Based on remaining funds divided among stipend recipients based on number of college units completed.

Section II – Current Needs and Resources

According to YMCA Childcare Resource Service (YMCA CRS), there are approximately 225 state-subsidized child care centers in San Diego County. Based on licensed capacity and Title 5 ratios, it is estimated that as of February 2019, these facilities have approximately 1,400 employees eligible to participate in the AB 212 CARES program. A query of the YMCA CRS, National Association of Child Care Resource and Referral (NACCRR), and Child Care Aware provider database produced a list of California Department of Education, Early Learning and Care Division (ELCD) funded centers to target recruitment and outreach efforts. AB 212 CARES program information was sent to the ELCD sites in August 2018. San Diego County has two FCCHEN programs eligible to participate in the program. AB 212 CARES will target outreach and recruitment efforts to these home-based providers to increase participation.

In collaboration with the local planning council (LPC) an AB 212 Ad-Hoc committee was formed to update the AB 212 CARES State Plan during FY17-18. Recommendations for changes were presented to the LPC and approved on January 22, 2018 and fully implemented FY18/19. These program changes will remain in effect for FY19/20 State Retention Plan as defined in Section 1. LPC will continue to provide collaboration and support to AB 212 CARES through their Needs Assessment Committee meetings. Since the program began in 2001, 3219 individual participants (includes continuing participants each year) have completed program requirements and earned stipends totaling \$9,861,682 from AB 212 SD CARES funds.

Section III – Priorities

Prioritization of Employees Qualifying for Participation

To be eligible an applicant must be an employee working directly with at least three children receiving subsidized care in an ELCD funded center-based program or family child care home education network.

Payments will be made to participants on the basis of the established priorities and date of submission of required paperwork documenting the completion of program requirements until and unless it is apparent that the program will be fully spent.

The following stipend priorities will be used:

- Priority 1: General Units-stipend for units completed (GE and Major specific)
- Priority 2: Professional Development Learning Stipend-21 hours or professional learning (\$300 stipend)
- Priority 3: AA Degree-for earning an AA degree (\$500 stipend)
- Priority 4: BA Degree-for earning an BA degree (\$750 stipend)
- Priority 5: Specialization stipend- Infant/Toddler for completing 3-6 units of infant/toddler coursework
- Priority 6: Permit Stipend-stipend for earning the first permit or upgrading
- Priority 7: MA Degree-for earning the MA degree (\$1000 stipend)
- Priority 8: Multiple Subject-for earning the credential (\$1000 stipend)
- Priority 9: Bonus Stipends-Tech stipends paid at the end of the year if funding is still available.

Payment Priorities:

Participants completing program requirements and submitting payment documentation will be paid for stipend priorities 1-5 at the time of completion. Participants earning their MA or Multiple Subject Teaching Credential will not receive their degree stipend until the end of the program year if funding is still available. This gives priority to those participants that are working towards their Associate's and Bachelor's degrees.

At the end of the fiscal year, once it has been determined that the funding is available, the additional stipend priorities of 6-9 will be paid with Permit Stipends first, then MA Degrees, then Multiple Subject Teaching Credentials and finally Bonus Stipends.

In the event that the total amount requested for stipends exceeds the AB 212 CARES funding, the San Diego County Child Care and Development Planning Council, or the designated sub-contractors, shall immediately notify applicants in writing and stipends will be reduced equitably by a percentage to fully distribute all stipend funds.

Section IV – Measurable Outcomes

The desired outcomes of San Diego County's project are to promote the continuing education and professional development of the workforce in state funded child care centers and FCCHEN and to retain this workforce in these state-funded and FCCHEN programs.

Participants will be offered two options to increase their education and professional development, obtaining an educational degree (Option I) or professional development hours (Option II). We anticipate participants that have not met their educational goals, or not in a position to pursue them at this time, will continue to participate in the AB 212 CARES program through professional development hours with Option II.

In the 2017-18 Fiscal Year (FY), 217 participants, 214 state funded programs, and 3 FCCHEN providers, were approved to participate in the program and of those, 132 completed the program requirements and earned a stipend. Stipends were issued for the completion of 1,103 units. Nineteen completed one unit or more of infant/toddler coursework. Twelve participants earned a degree; 65 participants earned their first child development permit or upgraded to a higher-level permit while participating in AB 212; and 51% have participated in the program from 3-11 years.

From the most recent annual participant satisfaction survey (from FY 2017-18) participants overall responded that completing the AB 212 CARES program requirements motivated them to:

- Continue educational plan **(96%)**
- Reach their professional goals **(96%)**
- Learn new skills with children **(95%)**
- Work more effectively with parents **(93%)**
- Remain at the same program facility **(92%)**

Section V – Fiscal Plan

Part 1: Agency Information

Name of Legal Entity: _____

County of Service: San Diego Funding Allocation: **\$685,333.00**

Part 2: Budget Information

Planned Expenditures:

Cost of Planning: **\$6,853.00**

Administrative Cost: **\$95,946.00**

Retention Activities: **\$582,534.00**

Instructions for this section

Part 1:

Legal Entity/Agency: Enter the name of the agency that is the legal entity for Local Planning contract.

County of Service: Enter the name of the county in which services are being provided.

Funding Allocation: Enter the amount for county being served as shown on attached funding allocation chart.

Part 2:

Cost of Planning: Enter the amount to be used for planning purposes. The amount shall not exceed 1% of total county funding allocation.

Administrative Cost: Enter the amount needed to cover non-retention activities expenses. This amount, together with any amount shown in "Cost of Planning," shall not exceed 15% of total county funding allocation.

Retention Activities: Enter the amount to be expended on retention activities.

NOTE: If rounding, please drop at decimal, **DO NOT ROUND UP**. The Cost of Planning, Administrative Cost and Retention Activity amounts should equal the Funding Allocation amount.