

ELC Lake County
Questions and Answers – ARPA World CLASS Workforce

RECRUIT AND TRAIN

I re-hired an employee, on 8/13/2022. Does the employee qualify as a New Hire? Yes, the new hire designation applies to all early learning educators hired by the provider on or after 7/1/2022.

Does the re-hire qualify for the following? Recruitment Bonus? Yes, if the new hire meets all the eligibility requirements (background screening and 120 hours of employment as ELE).

Does the re-hire qualify for the following? H&S Yes, the new hire will be eligible for the bonus if he or she has completed the H&S course required by the provider type on or after 7/1/2022.

New early childhood educators may complete one of the following:

- DCF Introductory Training and an Early Literacy Course (Licensed facility and home providers)
- Part I of DCF Introductory Training, excluding the Rules and Regulations course (Licensed exempt providers)
- DEL SR Health and Safety Courses (Licensed exempt providers)

The Coalition will initiate Health and Safety bonus payments based upon the provider type as reflected on the Provider Eligibility Application and completion of health and safety courses that are applicable.

I hired a new employee on 8/17/2022. Does the new employee qualify as a New Hire? Yes, the new hire designation applies to all early learning educators hired by the provider on or after 7/1/2022.

Does the new hire qualify for the following? Recruitment Bonus? Yes, if the new hire meets all the eligibility requirements (background screening and 120 hours of employment as ELE).

Does the new hire qualify for the following? H&S Yes, the new hire will be eligible for the bonus if he or she has completed the H&S course required by the provider type on or after 7/1/2022.

New early childhood educators may complete one of the following:

- DCF Introductory Training and an Early Literacy Course (Licensed facility and home providers)
- Part I of DCF Introductory Training, excluding the Rules and Regulations course (Licensed exempt providers)
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The Coalition will initiate Health and Safety bonus payments based upon the provider type as reflected on the Provider Eligibility Application and completion of health and safety courses that are applicable.

Are substitutes eligible for the Recruit and Train and Health and Safety Bonuses? Yes, substitutes are eligible for both Recruit and Train and Health and Safety as long as they meet the eligibility requirements.

What teachers are eligible for the CLASS Bonuses, Infant/Toddler and PreK? All though the priority is NEW early learning educators, the Coalition may offer CLASS Bonuses to ALL teachers if funding is available.

Is the Upskill Director Bonus available to ALL Directors? The Upskill Director Bonus is available to all directors of NON-Contracted providers and Directors employed by contracted providers with CLASS Scores at or above 5.0. Directors of contracted providers with CLASS scores below a 5.0 will be eligible to participate in the Child Success Grant.

If an eligible early educator completed eligible classes before 7/1/2022, can they retake the classes to qualify for the bonus? Yes, early educators can retake a training class to obtain a completion date that qualifies for the bonus. *It is important that the teacher confirm that the re-taking of the training will result in an updated training certificate. This does NOT apply to the required Health and Safety trainings.

CHILD SUCCESS GRANT

Can a provider apply for the Child Success Grant AND the Continuous Quality Improvement Grant? No, a provider can ONLY apply for one or the other. If a provider does NOT have a CLASS Score, then the only option would be the Child Success Grant. If the provider has a CLASS Score of a 5.0 or higher, the provider must apply for the Continuous Quality Improvement Grant.

Are these grants only available from January-June? At this time, all Child Success grants must be completed by June 30, 2023.

Do you have to complete both Professional Development Bonus Segments (1 and 2) to qualify? No, an early learning educator may complete only one segment to qualify.

Can you attend just the online segment (Segment 1) to receive the grant? Early learning educators can complete either Segment 1 and/or Segment 2. Classes for one segment cannot be repeated in the other segment. Classes must be completed before the application for bonus payment can be submitted and paid to the early learning educator.

How do we apply? Providers will be able to apply by using the Online Application, Approval and Management System. Estimated launch date of the Provider Application no later than Tuesday, January 17, 2023.

How do we gain access to the online courses? Once the provider application is approved, the Coalition will work with the provider to obtain a list of qualified early learning educators. The Coalition will issue both the MyTeachstone account access as well as the product keys that will provide access to online classes.

Who pays for the courses? The Coalition will pay for the courses.

How soon can we have access to the courses? The Coalition anticipates providing access to the online courses as early as Wednesday, January 25, 2023.

How many directors are eligible per center? All assigned directors are eligible to participate.

If we have more than one director at our facility, can more than one director qualify for the Director bonuses? Yes. A minimum of ONE (1) director must participate alongside of participating staff.

Performance Grant

The grant requires a 5.0 or higher score and participation in the child success grant. No, to receive the performance grant, the provider must achieve either a score of 5.0 or an improvement of .50 to be eligible. The achievement of a 5.0 or a score improvement of .50 must occur on the provider's next CLASS composite score (or VPK score).

To qualify for the performance grant, do eligible employees have to complete both Professional Development Bonus Segments (1 and 2) to be eligible? No, only one. The provider must meet the CLASS® score requirement.

Do we have to wait until we receive a composite score to start? Providers without scores may apply for the Child Success grant according to the coalition's set timeline. If a provider chooses to wait for their initial CLASS score, then there is a risk that the classes will have already occurred and the early learning educators will not have the opportunity to complete the classes per the bonus requirement.

CLASS Observer Training

Where is the 2 days in person training location site? The CLASS Observer Trainings will be held at the Coalition office at 1300 Citizens Blvd., Ste 206, Training Room A, Leesburg, FL 34748.

Do we have to conduct observations in other centers? No, there is not an expectation that teachers attending the CLASS Observation trainings complete CLASS assessments.

CONTINUOUS QUALITY IMPROVEMENT

What percent of staff participation will be required to receive the grant? All staff. The Coalition will work with providers on a case by case basis to assess turnover.

Does this grant require additional employee training or will it include the child success grant for employees? Providers will apply for either the Child Success Grant or the Continuous Quality Improvement, not both.

Is there an explanation of the expectation to get the maximum grant funding available? The Coalition will work with providers on a case by case basis to answer questions regarding maximum grant funding availability. The grant opportunities will be based on the eligibility for each program.

**More questions will be added as necessary. The Coalition reserves the right to amend any answers as new guidance is released.*