

SF CARES

Information for the San Francisco Workforce Think-Tank

September 24, 2008

SF CARES Program Description

CARES stands for:

Comprehensive Approaches to Raising Educational Standards
(Used to be **Compensation and Retention Encourages Stability**)

San Francisco CARES awards stipends to individuals in the Early Childhood Education Workforce in order to help them move up the California Child Development Permit Matrix and towards degree achievement. and seeks to improve retention and compensation and to increase education

Program Funding began in FY 1999-2000 and approximately \$3 Million in stipends are distributed annually. In the past six years (2003-2008), 7251 Stipends were granted totaling \$18,490,799 to child care providers.

Funding comes from First 5 California, First 5 San Francisco, DCYF, AB212/CDD

Stipend Levels		Years									
		2000	2001	2002	2003	2004	2005	2006	2007	2008	
1 Unit	<ul style="list-style-type: none"> For applicants who have completed less than 6 ECE/CD units. (**From 2001 to 2006, this level <u>only</u> applied to FCC owner and FCC staff. Starting 2007, this level applied to everyone.) 	~	80.00	160.00					300.00		
2 Units			160.00	320.00					300.00		
3 Units			240.00	480.00					300.00		
4 Units			320.00	640.00					300.00		
5 Units			400.00	800.00					300.00		
Assistant	<ul style="list-style-type: none"> Assistant Permit. OR 6 ECE/CD units 	<p>Level 1 (\$500.00): Qualifies as Associate or Assistant Teacher who has completed at least 6 ECE/CD units or 6 units toward a Family Child Care Certificate.</p>	500.00	1,000.00					1,000.00		
Associate Teacher	<ul style="list-style-type: none"> Associate Teacher Permit. OR 12 ECE/CD units including core course. 		750.00	1,250.00					1,250.00		
Teacher without GE	<ul style="list-style-type: none"> 24 ECE/CD units. 		1,000.00	1,500.00					1,500.00		
Teacher	<ul style="list-style-type: none"> Teacher Permit. OR 24 ECE/CD and 16GE. OR AA or higher in ECE or related field plus 3 units supervised field experience in ECE setting. 	<p>Level 2A(\$1500.00): Qualifies as Teacher who meets the requirements of the Child Development Permit Matrix.</p>	1,500.00	2,000.00					2,000.00		
Master Teacher	<ul style="list-style-type: none"> Master Teacher Permit. OR 24 ECE/CD and 16 GE plus 6 specialization, 2 adult supervision. OR BA or higher with 12 ECE units plus 3 units Supervised field experience in ECE setting. 		2,500.00	3,000.00					3,000.00		
Site Supervisor	<ul style="list-style-type: none"> Site Supervisor Permit. OR AA (or 60) with 24 ECE/CD and 16GE, plus 6 Administration and 2 adult supervision. OR BA or higher with 12ECE units plus 3 units supervised field experience in ECE setting. OR 	<p>Level 2B (\$2500): Qualifies as Master Teacher, Site Supervisor or Program Director of the Child Development Permit Matrix. Level 2C (\$5000): Qualifies as Master Teacher, Site Supervisor or Program Director of the Child Development Permit Matrix and holds a bachelor's degree.</p>	3,000.00	4,000.00					4,000.00		
Program Director	<ul style="list-style-type: none"> Program Director Permit OR BA w/ 24 ECE/CD plus 6 administration and 2 adult supervision. OR Master's Degree in ECE or Child/Human Development. 		4500.00	5,000.00					5,000.00		
Additional Stipend	Language Stipend	<ul style="list-style-type: none"> For applicants who use a language other than English while working with children, families and/or staffs. This includes sign language. 	500.00	500.00	500.00	500.00	~	~	~	~	
	BA Stipend	<ul style="list-style-type: none"> For applicants who possess a BA degree in any field. 	~	~	500.00	500.00	500.00	500.00	500.00	~	~
	MA Stipend	<ul style="list-style-type: none"> For applicants who possess a MA degree or graduate degree in ECE or related field. A total of \$750.00 with BA degree stipend. 	500.00	500.00	250.00	250.00	250.00	250.00	250.00	~	~
	Degree Bounus	<ul style="list-style-type: none"> For returning applicants who have a Teacher Permit or higher, and completed a minimum of 6 units towards an AA, BA, MA or PhD degree in ECE/Cdev or 6 units towards earning a Multiple Subject Elementary Teaching Credential. 	~	~	~	~	~	~	~	1,500.00	1,500.00
Stipend Status		30+ Hrs/wk=full stipend 29 or less hrs/wk=1/2 of the amt.	31+ Hrs/wk=full stipend; 30 or less hrs/wk=1/2 of the amt.	32+ hrs/wk=Full stipend 21-31 hrs/wk=3/4 of the amt, 15-20 hrs/wk=1/2 of the amt.							

SF CARES Stipend Awards Overview 2002-2008

Center Averages

Year	Sites	Stipends	Average Stipend
2008	258	954	\$2,921
2007	250	961	\$2,788
2006	263	979	\$2,700
2005	271	1063	\$2,511
2004	272	975	\$2,508
2003	268	1241	\$2,310
2002	286	1184	\$2,514

FCC Averages

Year	Sites	Stipends	Average Stipend
2008	142	169	\$2,130
2007	147	170	\$2,011
2006	160	171	\$1,804
2005	173	193	\$1,732
2004	161	187	\$1,590
2003	176	192	\$1,516
2002	150	144	\$1,463

Major Program Changes

2004 – Began Requiring Permits for all returning applicants

2007 – New California First 5 Requirements implemented.

All returning applicants must take a minimum of 3 units towards moving up the CA Child Dev. Permit Matrix or towards a BA.

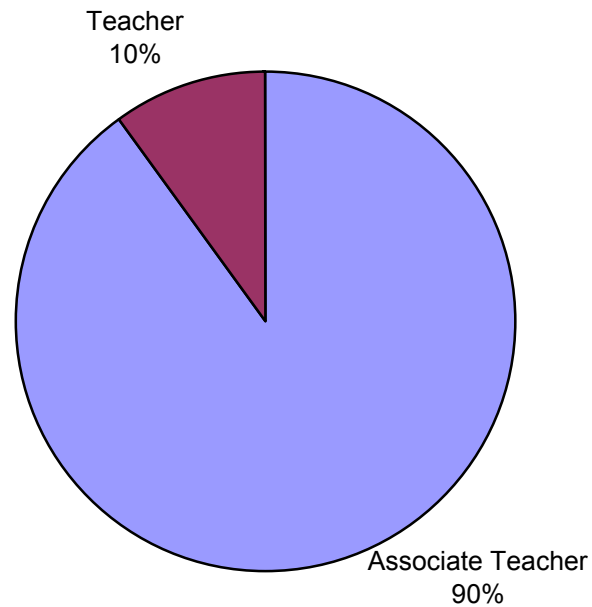
BA holders must take a minimum of 21 Professional Growth hours annually.

Additional Degree Stipends of \$500-750 were discontinued

Permit Based Stipends translated to hourly augmentation based on full time employment = 40 hours per week x 52 weeks per year.		
Permit Level	Maximum Stipend	Hourly increase
Aide/Assistant (0-5 units)	300	0.14
Teacher Assistant	1000	0.48
Associate Teacher	1250	0.60
Teacher w/o 16 G.E. units	1500	0.72
Teacher	2,000	0.96
Master Teacher	3,000	1.44
Site Supervisor	4,000	1.92
Program Director	5,000	2.41

SF CARES 5 years at a glance

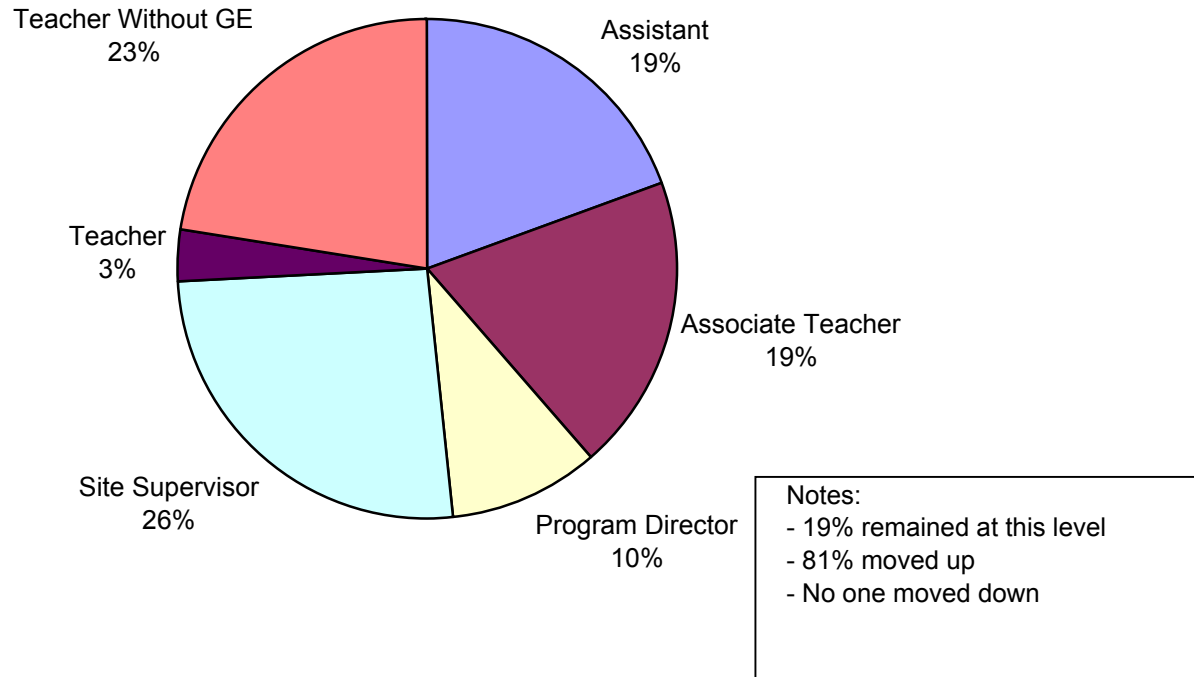
In 2004, 41 SF CARES applicants were at the 1-5 unit level.
In 2008, 10 of those same applicants were still SF CARES participants and those applicants were at the CA Child Development Permit levels listed below:



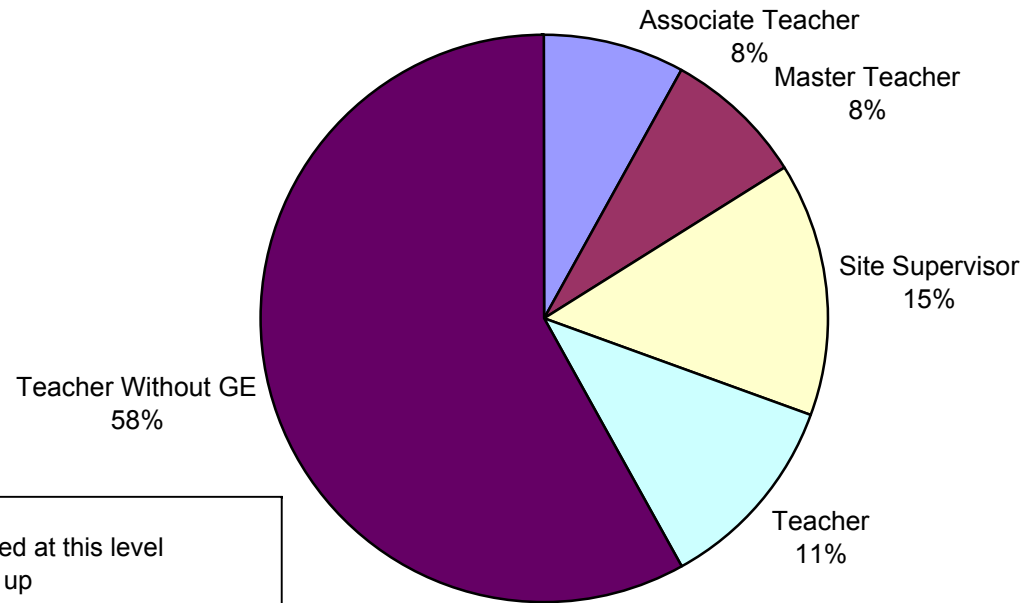
NOTES:
- 90% moved up two permit levels (to Associate)
- 10% moved up three permit levels (to Teacher)

SF CARES 5 years at a glance

142 SF CARES applicants were at the Assistant level in 2004. In 2008, 31 of those same applicants were still with SF CARES and were at the CA Child Development Permit levels below:



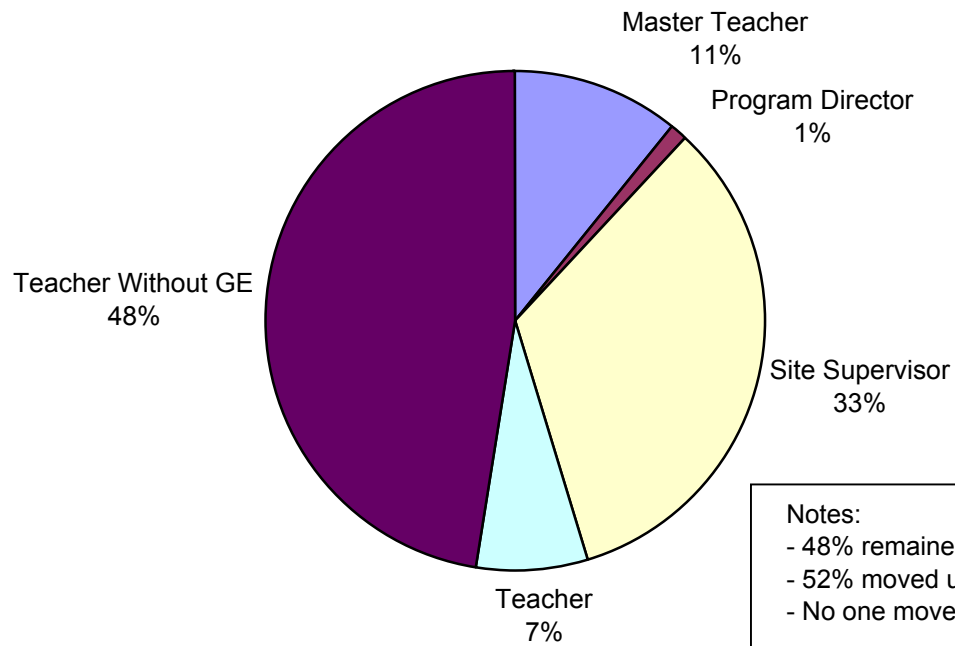
SF CARES 5 years at a glance - In 2004, 198 applicants were at the Associate Teacher level. In 2008, 62 of those same applicants were still with SF CARES and were at the CA Child Development Permit levels below:



Notes:
- 66% remained at this level
- 34% moved up
- No one moved down

SF CARES 5 years at a glance

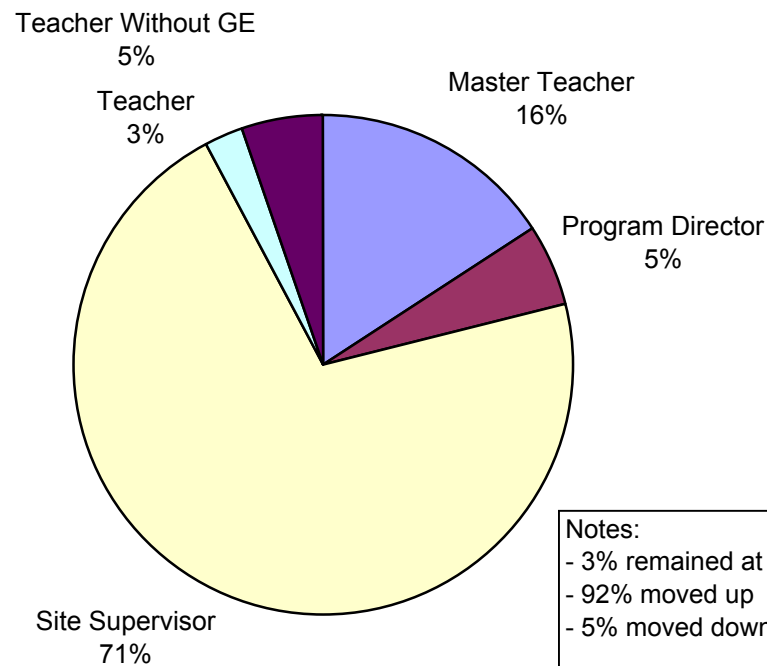
In 2004, 224 applicants were at the Teacher without GE level. In 2008, 84 of those same applicants were still with SF CARES and were at the CA Child Development Permit levels listed below.



Notes:
- 48% remained at this level
- 52% moved up
- No one moved down

SF CARES 5 years at a glance

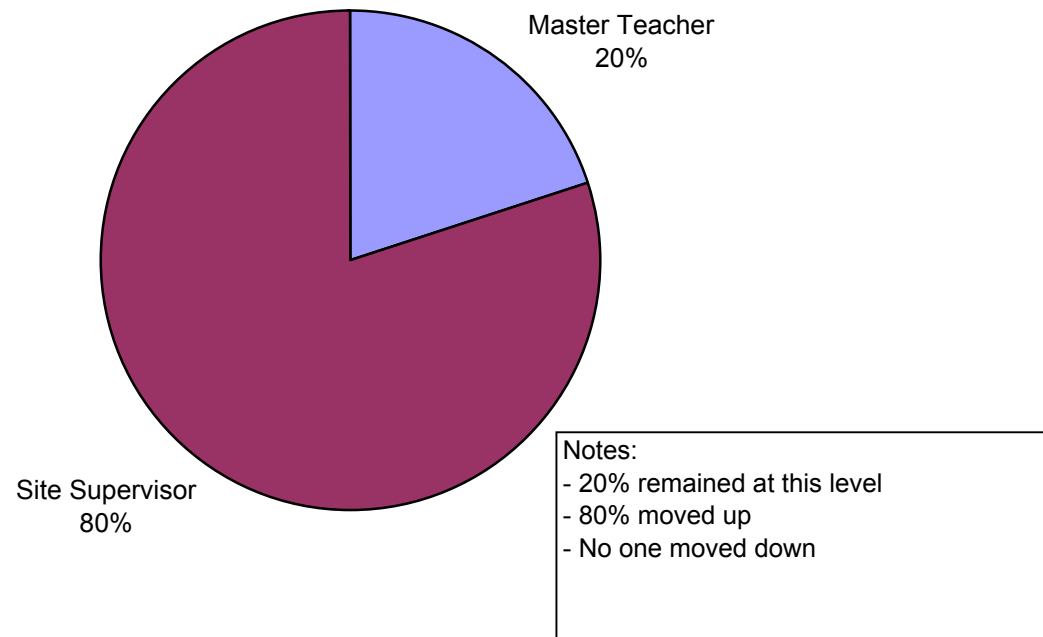
In 2004, 137 applicants were at the Teacher level. In 2008, 38 of those same applicants were still with SF CARES and were at the CA Child Development Permit levels listed below.



Notes:
- 3% remained at this level
- 92% moved up
- 5% moved down one level

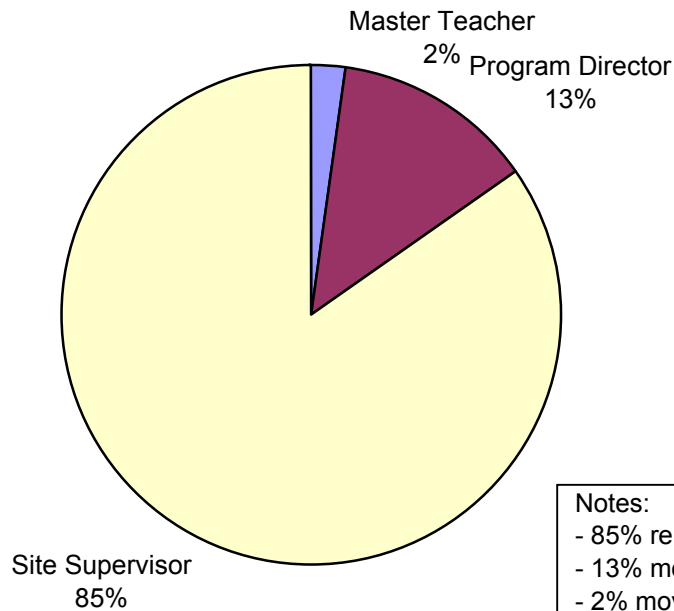
SF CARES 5 years at a glance

In 2004, 14 applicants were at the Master Teacher level. In 2008, 5 of those same applicants were still with SF CARES and were at the CA Child Development Permit levels listed below.



SF CARES 5 years at a glance

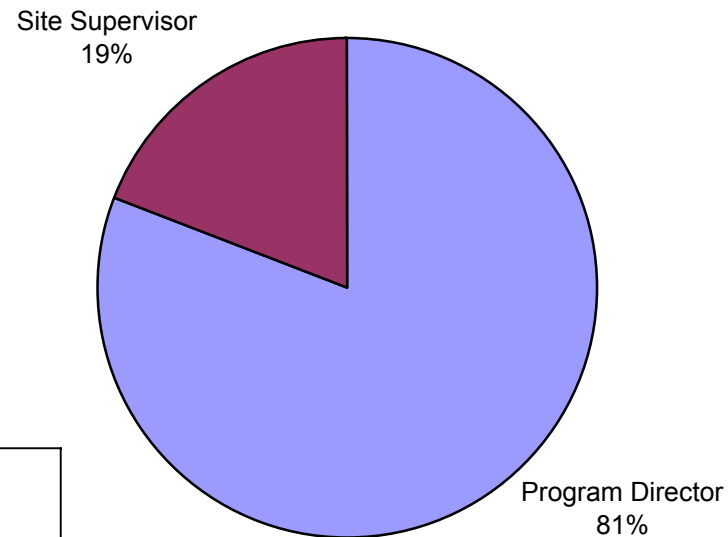
In 2004, 289 people were at the site supervisor level. By 2008, 130 of those same applicants were still with SF CARES and were at the CA Child Development Permit levels listed below:



Notes:
- 85% remained at this level
- 13% moved up
- 2% moved down one level

SF CARES 5 years at a glance

In 2004, 116 applicants were at the Program Director level. In 2008, 57 of those same applicants were still with SF CARES and were at the CA Child Development Permit levels listed below.



Notes:
- 81% remained at this level
- 19% moved down one level

Public vs. Private Participation

Head Start SFSU Only

Stipend Level	# of Recipient
Assistant	1
Associate Teacher	5
Teacher Without GE	4
Master Teacher	1
Site Supervisor	19
Program Director	3

Total 33

SFCCD

Stipend Level	# of Recipient
Associate	2
Teacher Without GE	3
Teacher	2
Site Supervisor	17
Program Director	1

Total 25

SFUSD

Stipend Level	# of Recipient
3 Units	1
Assistant	8
Associate Teacher	9
Teacher Without GE	14
Teacher	19
Master Teacher	12
Site Supervisor	79
Program Director	4

Total 146

Other

Stipend Level	# of Recipient
1 Unit	1
2 Units	3
3 Units	12
4 Units	3
5 Units	1
Assistant	107
Associate Teacher	138
Teacher Without GE	174
Teacher	49
Master Teacher	27
Site Supervisor	329
Program Director	105

Total 949

Total Public 204 18%

Total Other 949 82%

Grand Total 1153*

* Total stipends = 1123; 1153 because 30 people had more than one job

Demographics of Recipients

Ethnicity of Recipients

2008 Recipient's Race and Ethnicity		
Ethnicity	Number	%
Asian, Pacific Islander	495	50%
Latino/Hispanic	206	21%
Caucasian, European	191	19%
African American	92	9%
Other	3	0%
Total	987	

* Not all recipients declared their race

Age of Recipients

Age Range	# of Recipient	%
undeclared	139	12%
20-30	131	12%
31-35	136	12%
36-40	129	11%
41-45	123	11%
46-50	130	12%
51-55	130	12%
56-60	126	11%
60 or more	79	7%
Total	1123	100%

35% - 20-40
53% - over 40

New vs. Returning	
New recipient	253
Returning from '07	777
08 Recipient not elig in '07 or not apply in '07	93
Total	1123

Zip Codes of Recipients

Zip	# of Recipient
94110	136
94102	92
94112	87
94118	78
94134	71
94115	67
94116	58
94122	55
94121	51
94124	48
94103	46
94132	41
94133	40
94129	38
94105	34
94131	29
94117	28
94107	25
94114	25
94108	23
94143	11
94158	10
94109	9
94123	6
94104	5
94127	5
94130	5
Total	1123

Teacher without GE Demographics

'08 Teacher without GE recipients by Race

Ethnicity	# Recipients	%
Asian	93	48%
Latino-Hispanic	52	27%
Undeclared	24	12%
American	16	8%
Caucasian	9	5%
Total	194	

'08 Teacher without GE recipients by Age

Age Range	# Recipients	%
Undeclared	13	7%
20-30	6	3%
31-35	9	5%
36-40	23	12%
41-45	26	14%
46-50	37	19%
51-55	34	18%
56-60	30	16%
60 or more	14	7%
Total	192	100%

20% -20-40
74% - over 40

Teacher without GE Avg Yr in CARES 3.8

'08 Teacher without GE recipients by Agency

Agency	# Recipients	%
CCSF	3	2%
SFUSD	12	6%
SFSU	4	2%
Other	173	90%
Total	192	

'08 Teacher without GE recipients by Work Zip

Work Zip	# of Recipient
94110	33
94102	20
94112	20
94134	13
94133	12
94103	11
94124	11
94116	10
94121	9
94122	8
94115	5
94117	5
94118	5
94143	5
94105	4
94107	4
94108	4
94131	4
94132	4
94114	2
94158	2
94129	1
Total	192

Center-based Job Title vs. Permit Held

	Job Title	Permit		Job Title	Avg Age	Permit	Avg Age
Assistant	155	64	Assistant	155	44	64	36
Associate Teacher	171	298	Associate Teacher	171	47	298	44
Teacher	349	60	Teacher	349	42	60	41
Master Teacher	114	27	Master Teacher	114	43	27	45
Site Supervisor	80	391	Site Supervisor	80	44	391	44
Program Director	57	103	Program Director	57	48	103	45
Total	926	943	Total	926		943	

* For job title, 28 held substitute or other positions

* For permit, 11 people were at the 1-5 unit level

Ineligible Reason	No of Recipient	%
You had not worked at the same licensed facility for the 9 months preceding the application deadline.	46	29%
You did not meet the continuing education/training portion of the continuing eligibility requirements.	24	15%
No training, Self-Assessment and Improvement Plan received.	12	8%
Your education verification was not received.	9	6%
The facility where you work is not licensed as a child care facility by Community Care Licensing.	8	5%
You did not meet the continuing eligibility requirements. ED plan not received.	8	5%
Your application was incomplete.	8	5%
First 5 CA, one of our funders, has informed us that SF CARES can no longer fund applicants who earn \$60,000 or more per year	7	4%
You did not meet the permit portion of the continuing eligibility requirements.	6	4%
You did not work an average of 15 hours/week at a licensed facility.	6	4%
You do not have enough verified ECE/CDev units to qualify.	6	4%
You did not meet the continuing eligibility requirements. PGP not met.	5	3%
The transcripts you submitted were not official.	4	3%
Your application arrived after the deadline.	3	2%
You do not qualify for the 9-month exception because your job change was not a promotion.	2	1%
Schedule C not received.	1	1%
Your job responsibilities do not match an eligible position.	1	1%

156

* Recipients may have more than one ineligible reason.