



The **Professional Development Bonus Project** offered incentives to early learning and development programs that implemented specific staff development policies and practices. The project granted a one-time bonus award to North Carolina four and five star licensed early learning programs that participated in training on the *North Carolina Foundations for Early Learning and Development*, *Cultural Competence*, and *Choosing and Using an Appropriate Curriculum and Formative Assessment*.

Incentives have been key to helping the early childhood community embrace and work toward higher standards, and to reward teachers for their service and dedication to their facilities. Child care centers and family child care homes were eligible to participate. Upon satisfactory completion of the requirements, an award was provided to the facility. The amount of the award was based on the number of children aged birth to five (pre-kindergarten) enrolled in the program, as of the date of application.

Professional Development Bonus Project

PARTNERS



What did we learn?

- It is clear that many child care programs, even those at the highest levels of quality, are not all actively addressing issues of Professional Development.
- Many child care programs that applied to the Professional Development Bonus Project had never completed professional development plans for their staff before, nor had they considered how to support staff in meeting their professional development goals.

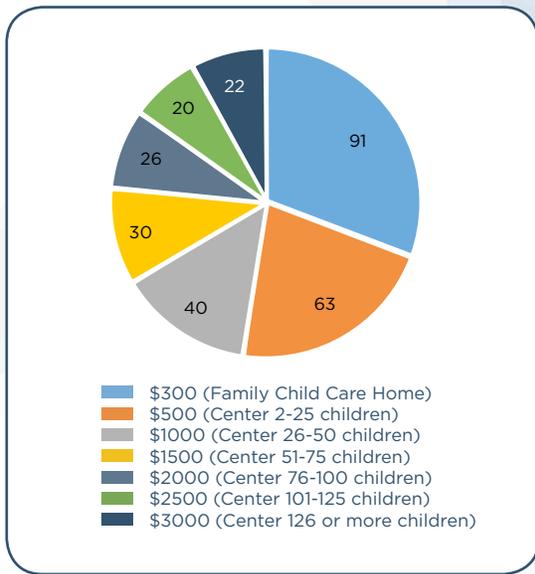
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What did we learn? continued

- Child care programs participating in the project at all award levels have seen the benefits.
- After participating in the project, there may be a greater likelihood that staff professional development will be supported by administration and that teachers will be motivated to seek out professional development opportunities.
- Continued support focused on professional development planning will help programs to internalize such planning as an important part of their work with children and families.

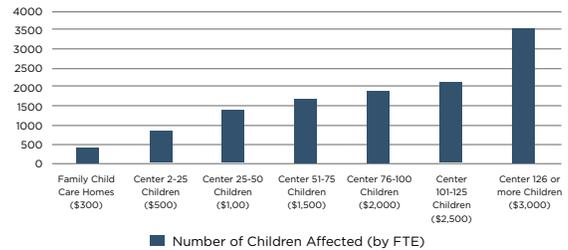
PD Bonuses by Award Level Totals by Facility Type:

91 Family Child Care Home Awards
201 Child Care Center Awards



Through this project, 324 applications were received, and 292 awards were granted to 4- and 5- star facilities in North Carolina. Of these, 201 awards were made to child care centers, and 91 awards were made to family child care homes. In total, \$311,800 in awards were distributed, impacting 12,378 children. This chart illustrates the number of awards given at each award level.

Number of Children Affected by Award Level/Program Type
Total Children Impacted: 11,896



The chart above illustrates the number of children impacted by each award level.

The Professional Development Bonus Project encouraged and supported the professional development of staff in early care and education programs, which translated to more knowledgeable staff providing higher quality care to children. Anecdotally, some programs that received the award also provided incentives directly to staff, such as bonuses, dinner events and other forms of staff recognition. These incentives promoted staff satisfaction within their current program and encouraged longevity in their position. ■