

N W I

NEW WORKFORCE INITIATIVE
ROUND 2

January 10, 2023 to June 30, 2023



Agenda

1. Welcome/Introductions
2. New Workforce Initiative Round 2 Overview
3. Presentation of Project Elements
4. How to Participate in New Workforce Initiatives
5. Questions and Wrap Up

Housekeeping

1. Please enter questions in the chat/Q&A.
2. All questions will be answered during the Q&A section at the end of the presentation.
3. Please remain on mute until the Q&A section at the end so all participants are able to hear the presentation.
4. FYI: this presentation will be recorded, and the video recording may be used on the Coalition website for future sharing of information.
5. Please send any questions you have outside of this presentation to the Redline, so Coalition staff can use them to draft an FAQ for your use.

Reminder

Informational webinars for NWI are being held during the week of January 9 to January 13, 2023, on the following schedule:

Tuesday, January 10, 2023, 2:00PM – 3:00PM

Wednesday, January 11, 2023, 9:00AM– 10:00AM

Thursday, January 12, 2023, 6:00PM – 7:00PM

Meet the team



Lindsay Holmes
Education Services Director
Project Lead for NWI Round 2

Jana Miller

Education Services Specialist
Lead trainer for NWI Round 2

Amy Branton and Ashley Hunter

Education Services Specialists
Trainers/Success Coaches for NWI Round 2

Kimberly Corbin

Program Support Specialist
Administration/Application Processing

General Overview

The Coalition was awarded a portion of the American Rescue Plan Act (ARPA) funds to help build a world-class early learning workforce. Through the strategies in this presentation, teachers and early learning directors will have several opportunities to earn training bonuses over the next 6-months. The primary focus of the trainings will be the CLASS tool. The individual programs are:

- **Recruit and Train New Teachers**
- **Upskilling Early Learning Directors**
- **CLASS Observer Director Training Grants**
- **Continuous Quality Improvement Grants**
- **Child Success Grants**

Time Frame:

January 10, 2023 to June 30, 2023

Timeline

NWI Round 2 Timeline	Open Date	Close/Due Date
Informational Webinars	1/10/2023	1/13/2023
General Application and Part A Application	1/13/2023	6/2/2023
Part B and All Other Applications Open	2/3/2023	6/2/2023
NWI Round 2 Closes	N/A	6/19/2023

Training completed between July 1, 2022 and January 10, 2023 will be eligible for consideration; these trainings must be listed on the approved training list and proof of completion must be submitted.



RECRUIT



There are three (3) programs that fall under Recruit and Train New Teachers for staff hired AFTER July 1, 2022:

1. Recruitment Bonus
2. Health and Safety Bonus
3. CLASS Bonus



Recruitment Bonus

Newly hired early learning educators will qualify for a **\$500** recruitment bonus upon the following.

1. Completion of the background screening.
2. At least 120 hours (3, 40-hour work weeks) of employment verified by the sponsoring childcare program leadership.

*** This program will be subject to spot audits. If selected, childcare program leadership will be asked to provide proof of background screening, employment hours, etc.*



Health and Safety Bonus

Early Learning Educators may apply for a **\$700** bonus upon completion of the required DCF Health and Safety Training program. Completion certificate(s) must be submitted with the application.



CLASS Bonus

Infant, Toddler and PreK teachers hired after July 1, 2022 can qualify for a \$600 bonus upon completion of:

1. A required 23.5 hours of PreK CLASS specific training, or
2. A required 21 hours of Infant/Toddler CLASS specific training.



RECRUIT

Infant New Teacher	
CLASS Primer for Teachers	3
Thinking and Thriving; Interactions for Early Learning	4
Introduction to the CLASS Tool	4.8
Responding with Developmentally Appropriate Practice	0.5
Observing Children's Cues	0.25
Nurturing Attachment with Teacher Sensitivity	0.33
Interactions at the Core: The life changing power of interactions in any setting.	1
Interactions at the Heart of Healing; Trauma Informed Professional Development	6
Your favorite teacher and CLASS	0.25
Learn about Relational Climate	0.25
Learn about teacher sensitivity	0.25
Learn about facilitated exploration	0.25
Learn about language exploration	0.25
Total Hours	21.13

Toddler New Teacher	
CLASS Primer for Teachers	3
Thinking and Thriving; Interactions for Early Learning	4
Introduction to the CLASS Tool	4.8
Responding with Developmentally Appropriate Practice	0.5
Observing Children's Cues	0.25
Nurturing Attachment with Teacher Sensitivity	0.33
Interactions at the Core: The life changing power of interactions in any setting.	1
Interactions at the Heart of Healing; Trauma Informed Professional Development	6
Your favorite teacher and CLASS	0.25
Learn about positive climate	0.25
Learn about negative climate	0.25
Learn about teacher sensitivity	0.25
Learn about regard for child perspectives	0.25
Learn about behavior guidance	0.25
Learn about facilitation of learning and development	0.25
Learn about quality of feedback	0.25
Learn about language modeling	0.25
Total Hours	22.13

Pre K New Teacher	
CLASS Primer for Teachers	3
Emotional Support for Teachers	6
Classroom Organization for Teachers	6
Instructional Support for Teachers	6
Learn about positive climate	0.25
Learn about negative climate	0.25
Learn about teacher sensitivity	0.25
Learn about regard for student perspectives	0.25
Learn about behavior management	0.25
Learn about productivity	0.25
Learn about instructional learning formats	0.25
Learn about concept development	0.25
Learn about quality of feedback	0.25
Learn about language modeling	0.25
Total Hours	23.5



A new early learning educator who completes all elements of this program could earn an **\$1,800** bonus.

Type of Bonus	Who is Eligible?	Amount of potential bonus?	What is Required?	Must be Contracted w/ ELCNWF?	What CLASS score is needed?
Recruitment Bonus	Teachers hired AFTER July 1, 2022	\$500	Complete background check and 120 hours of employment	No	N/A
Health and Safety Bonus	Teachers hired AFTER July 1, 2022	\$700	Complete one of the required health and safety from DCF or DEL SR approved	No	N/A
Recruit and Train CLASS Bonus - PreK	Teachers hired AFTER July 1, 2022	\$600	23.5 Training Hours (specific trainings)	No	N/A
Recruit and Train CLASS Bonus – Infant/Toddler	Teachers hired AFTER July 1, 2022	\$600	21 Training Hours (specific trainings)	No	N/A



UPSKILL



UPSKILL

There are four (4) main programs that fall under the upskilling umbrella.
These programs are

1. Upskilling Early Learning Directors
2. CLASS Observer Director Training Grants
3. Continuous Quality Improvement Grants
4. Child Success Grants



UPSKILL

Upskilling Early Learning Directors

Early learning directors can qualify for a **\$750** bonus upon the successful completion a required CLASS Primer for Leaders training and an additional 27 hours of targeted CLASS training. All directors completing eligible training programs from July 1, 2022, through the end of NWI Round 2 can qualify.

Early learning directors employed by programs that are participating in the Child Success Grants are not eligible to participate in this program.



UPSKILL

Type of Bonus	Who is Eligible?	Amount of potential bonus?	What is Required?	Must be Contracted w/ ELCNWF?	What CLASS score is needed?
Upskill Directors	Early Learning Directors not participating in Child Success Grant	\$750	29 Training Hours (specific trainings)	Yes	No CLASS score or a score above 5.00.



UPSKILL

Upskill Director Pathway	
CLASS Primer for Leaders	2
CLASS Observation Support: Serving Children with Disabilities	2
CLASS Observation Support: Settings with Dual Language Learners	2
CLASS Group Coaching - Infants	24
CLASS Group Coaching - Toddlers	24
CLASS Group Coaching - Preschool	24
Total Hours	30

***Directors are only required to participate in CLASS Group Coaching for one (1) care level.*



UPSKILL

CLASS Observer Director Training Grants

Providers may apply for grants to pay VPK program directors and/or SR contracted directors with a CLASS composite score below 5.00, a **\$1,200** bonus for completing the appropriate CLASS observer training program. Early learning directors will NOT be required to take and pass the certification exam to qualify for the bonus.



UPSKILL

Type of Bonus	Who is Eligible?	Amount of potential bonus?	What is Required?	Must be Contracted w/ ELCNWF?	What CLASS score is needed?
CLASS Observer Director Training	Early Learning Director	\$1,200	Complete CLASS Observer Training (14 hours)	Yes	CLASS score below 5.00



UPSKILL

Continuous Quality Improvement Grants

Contracted SR/VPK providers scoring at least a 5.00 on their most recent CLASS assessment may apply for a **\$19,800** grant to implement/provide a minimum 24-hour training program to all staff in the program. The director must participate along side the staff for the center to qualify. Funds can be used to cover the cost of live coaching, instruction, group or individual instruction, virtual instruction, skill development exercises, program costs related to the training program, and staff compensation for participation.



UPSKILL

Type of Bonus	Who is Eligible?	Amount of grant?	What is Required?	Must be Contracted w/ ELCNWF?	What CLASS score is needed?
Continuous Quality Improvement Grants	Contracted providers; program wide implementation	\$19,800	Application with Training Plan (min. 24 hours), participants, and budget; ELC approval	Yes	CLASS score 5.00 and above



UPSKILL

Child Success Grants

Contracted SR/VPK providers with a CLASS composite score below 5.00 on their most recent assessment may apply for a grant to reward early learning educators and directors for completing two (2), 24-hour training segments for DEL-approved trainings on adult-child interactions. The director must participate in order for the program to qualify.



UPSKILL

Type of Bonus	Who is Eligible?	Amount of potential bonus?	What is Required?	Must be Contracted w/ ELCNWF?	What CLASS score is needed?
Child Success Grants - Teacher	Teachers	Segment 1: \$500 Segment 2: \$700	24 Training Hours per segment (specific trainings)	Yes	CLASS score below 5.00
Child Success Grants - Directors	Directors (must participate for teachers to be eligible for bonus)	Segment 1: \$600 Segment 2: \$800	24 Training Hours per segment (specific trainings)	Yes	CLASS score below 5.00
CLASS Performance Bonus	Must have received Child Success Grant Bonuses (completed or attending required trainings)	Teacher: \$500 Directors: \$600	At next annual assessment, increase CLASS composite score by .5 or score 5.00 or higher	Yes	Increase CLASS composite score by .5 or score 5.00 or higher



UPSKILL

Segment #1 - ALL		Segment #2 - Choose One	
CLASS Primer for Leaders	2	CLASS Group Coaching - Infants	24
Instructional Support Essentials for Teachers	6	CLASS Group Coaching - Toddlers	24
Instructional Support Essentials for Coaches	6.5	CLASS Group Coaching - Preschool	24
CLASS Observation Support: Serving Children with Disabilities	2		
CLASS Observation Support: Settings with Dual Language Learners	2		
Interactions at the Heart of Healing: Trauma-Informed Professional Development Series	6		
TOTAL HOURS	24.5		24

How to participate:

1. Complete the General Application and Child Success Part A Application (if applicable) after they open on January 13, 2023.
2. Once both applications are received, and all banking and W9 information is confirmed by ELCNWF staff, you will be sent the other application links directly by email. (Please be sure to check your spam/junk folder for these.)
3. Instructions for each program are listed on the application(s), but you can submit any questions by emailing redline@elcnwf.org with “NWI Help” in the subject line.
4. All payments will be made by electronic funds transfer to sponsoring childcare programs – bonuses will be paid directly to early learning educators and early learning directors by the childcare program NOT by the ELCNWF.
5. CLASS Observer Training and CLASS Group Coaching will be made available through in-person, instructor-lead training offered by ELCNWF certified staff.

**Use the following link to completed
the General Eligibility Application:**

<https://elcnwf.formstack.com/forms/nwi2eligapp>

**Use the following link to completed
the Child Success Part A Application:**

<https://elcnwf.formstack.com/forms/nwi2parta>

**All remaining applications
will be sent to you directly
via email once these
applications are received
and reviewed.**

CLASS Group Coaching Schedule, Cohorts 1 -3

Cohort #	Care Level	Day of the Week	Number of Seats	Dates
1	PreK	Tuesday	20	January 24 - April 11
2	Infant/Toddler	Thursday	20	January 26 - April 13
3	Prek	Saturday (Accelerated)	20	January 21 - February 25

Use the following link to completed the
CLASS Group Coaching registration form:

<https://elcnwf.formstack.com/forms/cgcregistration>

Q&A

For any other questions,
please contact the [Redline](#)

