



Request for Proposal

Smart Start of Mecklenburg County (SSMC) has identified a need for supportive services for child care facilities within our county, including access to qualified substitutes and employee benefits, to support the professionalism of teaching staff and ensure high quality programs are available to children 0 – 5 in Mecklenburg. SSMC is seeking proposals for the design of a program to support the human resource needs of the early childcare community in Mecklenburg. We are seeking a contractor to design and develop a teacher substitute program, and may also include related needs such as position advertisement and recruitment, if deemed feasible. We would also like to explore the feasibility of subsidizing benefits to enhance staff retention.

Contractor shall have a background in and intimate knowledge of the early childcare landscape in Charlotte, North Carolina and be able to take the lead on the research, concept design and development of a business plan, including financials, memoranda of understanding and other legal devices necessary to successfully execute the design, while complying with the laws and regulations of North Carolina.

Smart Start anticipates that a successful program design will require the collaboration of multiple agencies/educational organizations and non-profits, therefore contractor will have the skills and connections necessary to facilitate such an arrangement. Contractor is expected to work independently to deliver the plan no later than April 15, 2022.

To be considered, please send your proposal no later than 5:00PM on January 14th in PDF format that outlines your proposal and cost to:

Jennifer Stamp
Chief Strategy Officer
Smart Start of Mecklenburg County
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