

Child Care WAGE\$® Program
Mecklenburg Final Report
Fiscal Year 2022

PROGRAM DESCRIPTION

The Child Care WAGE\$® Program is an education-based salary supplement program for teachers, directors and family child care home providers. The education, position and work schedule for each applicant are assessed to determine the annual award. To encourage consistency, installments based on half of the annual award are issued after each six-month period the participant completes in the same early care and education program. Because these supplements reward teacher education and continuity of care, children ages birth to five benefit from more stable relationships with better educated teachers. WAGE\$ provides compensation that helps build quality. In FY22, WAGE\$ was a funding partnership between Smart Start and the North Carolina Division of Child Development and Early Education (DCDEE).

STATEWIDE PROGRAM ELIGIBILITY

To be eligible for at least one six-month payment during the fiscal year, applicants must:

- work in a county that uses Smart Start funds to support the Child Care WAGE\$® Program
- work in a licensed child care program (center, home or public school site)
- work at least 10 hours per week with children birth to five
- earn at or below the income cap selected by the funding partnership (three options)
 - \$23 per hour (available as of January 2022)
 - \$19 per hour
 - \$17 per hour
 - \$15 per hour (no longer available as of July 2022)
- have a level of education funded on the Child Care WAGE\$® scale (from regionally accredited schools)
- work at least six months in the same child care program
- be employed at this same child care program when funding is available and a final confirmation has been completed

PROGRAM OVERALL IMPACT

The Child Care WAGE\$® Program impacts the community by improving the quality of early care and education for young children. Most evidence suggests there are three primary factors associated with teacher quality: education, stability and compensation. WAGE\$ addresses all three. Through graduated salary supplements, the program helps decrease turnover and encourages the continued educational pursuits of the child care workforce. The compensation is critical, particularly now as North Carolina and the entire nation battle the “great resignation” and employees around the country demand higher pay, better working conditions and respect. As of June 2022, 506 child care professionals in 217 Mecklenburg child care programs were participating in the Child Care WAGE\$® Program. Of these individuals, 99% are women and 77% reported being a person of color and/or Latinx. Eighty-nine percent (89%) of the participants work in four and five star licensed centers or homes.

Tables highlighting demographic and outcome data are attached. Table 1 provides a demographic profile of active participants. Active participants are those who have been paid at some point in their participation and are still eligible based on their most recent employment confirmation. Table 2 lists the number of active participants by the star rating or license status of their employing child care facilities. Table 3 identifies the number of participants funded on each scale and at each education level and indicates the percentage of participants at permanent levels *or* who have submitted coursework during the reporting period. Table 4 states the number of individuals paid, their programs and the number of children impacted. Please note that these individuals may or may not still be eligible at the end of the year, so this number will likely be different than the number of active participants represented on other tables. Table 5 describes turnover reporting methods, summarizes turnover data and provides the demographic overview of those who left their programs.

Turnover

Turnover numbers for the Child Care WAGE\$® Program reflect active participants who left their child care programs, as identified in confirmations completed with employers during the fiscal year.

Participants who leave their child care programs and resume eligibility at a new site will not be factored into the report at all until they have completed a full six-month period at the new site. Once they receive a supplement, they will again be recognized as active participants. Only participants for whom WAGE\$ could have impacted the decision to stay or leave are factored into the turnover data. For example, participants who become ineligible for reasons other than leaving their child care programs (i.e. over the income cap due to raise, change of position within the program) are not considered turnover.

The turnover rate of Mecklenburg WAGE\$ participants for FY22 was 16%, a significant overall improvement compared to the 31% full-time teacher turnover rate in North Carolina prior to WAGE\$ becoming a statewide opportunity (Child Care Services Association, 1998). This rate is also below the goal of 25% originally established within Smart Start's Performance Based Incentive System (renamed Community Early Childhood Profile - Smart Start Measures of Impact), representing stability for children. Perhaps most importantly, this rate is well below what might have been expected during this time of flux.

The participant turnover rate compares favorably to the 21% turnover rate of full-time teachers and assistants in the state's early childhood workforce overall, captured in 2019 pre-pandemic data (Child Care Services Association, 2020). Given the low, often poverty level, compensation for early educators, the rate of departure would likely have been much higher without the workforce supports available in North Carolina, including WAGE\$.

The WAGE\$ turnover rate covers all eligible positions, including part-time employees, and is not a straightforward comparison to the workforce study data in general. Additionally, it is expected that the WAGE\$ population of educated professionals would typically have more job opportunities than the child care workforce at large. CCSA anticipates that having compensation through strategies like WAGE\$ will be essential for rebuilding and helping to stabilize the

workforce going forward. A comparison of turnover data, including the 14% turnover rate of WAGE\$ participants statewide, can be seen in Table A below.

Table A: Turnover Rate Comparison

	Statewide Workforce Pre-Program	Statewide ECE Workforce 2019	Original PBIS Goal	Statewide WAGE\$ FY22	Mecklenburg WAGE\$ FY22
Turnover Rates	31%	21%	25%	14%	16%

With directors reporting difficulty finding and keeping staff, particularly qualified staff, in the wake of the pandemic, it is clear that North Carolina’s \$12 per hour average rate of pay for teachers and assistants is simply not enough. WAGE\$ helps address retention and makes it more possible for educated professionals to afford to teach young children, particularly in this current landscape.

In addition to statistical data showing an impact on retention, Mecklenburg WAGE\$ participants shared through evaluation feedback that supplements play a role in the decision and ability to stay in the field. Sample comments are listed below:

“WAGE\$¹ motivates me to stay in this job in spite of the current challenges faced. Knowing I will receive a supplement encourages me to stick with my program and continue to be the best teacher I can be. It has been a godsend when it comes to being able to pay some unexpected bills! It truly has made a difference in my personal and professional life by easing financial stress, which in turn allows me to focus on being an effective Pre-K teacher.” (Mecklenburg, teacher)

“Working in the early childhood field is very stressful sometimes. We have parents that don’t understand, and sometimes we get overwhelmed. I would like to thank this program for giving me the extra incentive to continue this line of work, to take care of my family as well as take care of the classroom. With some of the students living below poverty level, I am able to give a little more in the classroom and still be financially okay at home. Thank you so much for this extra incentive.” (Mecklenburg, teacher)

“WAGE\$ is important to maintain retention of teachers in a facility. While working at my current facility I have unfortunately seen much turnover in my son’s classroom, and I see a difference in him when there are staff in his class that are just helping because we are short-staffed. It’s important for all students to have stability in their lives, and all teachers play an important role in that stability.” (Mecklenburg, teacher)

“The program gives you an incentive to keep caring for children.” (Mecklenburg, teacher)

“WAGE\$ helps teachers stay in their current program.” (Mecklenburg, teacher)

¹ Respondents referred to the Child Care WAGE\$® Program in a variety of ways. Throughout the quotes, the name has been corrected when necessary. Abbreviated references have been retained.

“WAGE\$ helps me continue to work in an environment I love.” (Mecklenburg, teacher)

“I am able to pay my bills more easily and stay in this field.” (Mecklenburg, teacher)

“The program is very important to me because it helps me retain the good staff that I have. Sometimes the supplement allows me to reward my staff or myself.” (Mecklenburg, director)

“It helps staff to remain in the business without the financial struggle.” (Mecklenburg, director)

Education

Seventy-seven percent (77%) of the active FY22 WAGE\$ participants in Mecklenburg are currently being funded for having an Associate Degree in Early Childhood Education, its equivalent or higher based on the WAGE\$ scale *or* have submitted documentation during the year to verify their pursuit of additional coursework. The WAGE\$ Program has a number of temporary award levels, which require that participants with lower education advance up the scale to remain eligible.

Through survey feedback, participants and directors with participating staff took the opportunity to express the importance of education and how WAGE\$ has made a difference in their educational pursuits. See below for examples:

“WAGE\$ is important because some teachers are passionate about teaching, but the field is underpaid. It also helps motivate teachers to continue their education.” (Mecklenburg, teacher)

“WAGE\$ is important because as teachers we feel appreciated and want to further our education to make us better.” (Mecklenburg, teacher)

“I really look forward to the rewards and continuing with my education and child care employment.” (Mecklenburg, teacher)

“WAGE\$ helps me to be able to continue my education worry-free about student loans. ... WAGE\$ helps me get more education I can use with the children I teach in my center. It helps ease my mind when I have extra money to put towards my bills.” (Mecklenburg, teacher)

“I would not have been able to pursue school without the help of WAGE\$.” (Mecklenburg, director)

“The WAGE\$ program has helped me continue with my education degree.” (Mecklenburg, director)

“It encourages staff to go to school to get more education.” (Mecklenburg, director)

“Anything extra that the teachers can earn helps the teacher, their families, and the owner of the early childhood center. It also helps to promote more education.” (Mecklenburg, director)

Compensation

The Child Care WAGE\$® Program increases the compensation of participants through salary supplements. Despite obtained education, compensation in the field continues to be low and is not competitive with many other professions. Thirteen percent (13%) of the active Mecklenburg WAGE\$ participants earn less than \$13 per hour. The challenge of hiring new teachers highlights the ongoing compensation plight of the field. Even in the best of times, early educators are severely underpaid for the work they do, which is illustrated by a comparison to the rate of \$33.10 that may be needed for one North Carolina employee with one child to meet basic, fundamental needs (Living Wage Calculator, Massachusetts Institute of Technology, 2022).

The poor compensation across the board highlights the need for salary supplements in order to attract and retain qualified staff. WAGE\$ survey results support this. Ninety-eight percent (98%) of the Mecklenburg respondents stated that WAGE\$ encourages them to stay with their current child care programs.

The average six-month supplement payment issued statewide during FY22 was \$1,203. The average payment amount includes all participating counties and all applicable tiers. Since the supplements are based on the education earned, the average will vary by county even within the same tier category. The average six-month supplements statewide ranged from \$484 to \$2,294. Mecklenburg’s participants were funded at Tier Two all year. As seen in Table B, the average payment for Mecklenburg was \$1,155 and the average payment for the 31 Tier Two counties was \$1,231.

Table B: Compensation by Tier

Tier Comparison	Average Six-Month Supplement
Mecklenburg	\$1,155
All Counties Funding Tier Two	\$1,231
Statewide (All Tiers)	\$1,203

Ninety-four percent (94%) of Mecklenburg evaluation respondents indicated that receiving a WAGE\$ supplement helps ease financial stress. When asked about the financial impact, the majority of respondents expressed the need to use this money on their most basic necessities, primary living expenses and transportation. Throughout the survey, Mecklenburg respondents discussed the importance of this additional compensation. Sample comments are listed below:

“Child care workers are so underpaid and there is so much expected from us. WAGE\$ really helps to provide support for our classroom and not take funds from our family needs.” (Mecklenburg, teacher)

“Child Care WAGE\$® helps when you’re down and no funds are available, and the funds I have saved from WAGE\$ tend to help. It also helps me with schooling.” (Mecklenburg, teacher)

“The extra funds help me to stay focused on the children instead of my bills.” (Mecklenburg, teacher)

“WAGE\$ shows someone is listening and is realizing that teachers deserve more - not just talking about it but showing us.” (Mecklenburg, teacher)

“WAGE\$ helps pay for my housing, car, and food.” (Mecklenburg, teacher)

“WAGE\$ helps when I fall behind on bills because my job doesn’t pay you to be out on quarantine.” (Mecklenburg, teacher)

“WAGE\$ has granted me a sense of relief knowing that those funds will come to me, and I will be able to pay a bill or get caught up on a bill that’s outstanding.” (Mecklenburg, teacher)

“WAGE\$ has made me more able to provide for my family financially. It also makes me feel appreciated.” (Mecklenburg, teacher)

“This program has given me hope and helped me through a lot of financial difficulties.” (Mecklenburg, director)

“WAGE\$ helps me pay off debt and feel compensated in a field that typically doesn’t make much. ... WAGE\$ has allowed me to pay down credit cards that I’ve needed to use throughout the year.” (Mecklenburg, director)

Economic insecurity impacts teacher well-being, and can have consequences for the quality of interactions they have with the children in their care. Studies continue to highlight how stress and adversity can affect the health of teachers and thus how effective they can be in promoting the supportive environments and engaging interactions children need. Especially now, easing financial stress is critical for the participants, their families and for the children they serve.

OUTPUTS

This section highlights the projected outputs of the Child Care WAGE\$® Program and the program’s effectiveness in reaching these goals in Mecklenburg. Primary results are shown in Table C below followed by additional detail as applicable.

Table C: Outputs

	Projected Output	Results
1	Approximately 466 Mecklenburg early educators will receive WAGE\$ payments in FY22.	Output exceeded. Six hundred twelve (612) early educators received WAGE\$ supplements based on the available funding.
2	WAGE\$ will engage in at least one recruitment activity with 100% of the eligible sites in Mecklenburg with email addresses on file at the time of recruitment.	Output met. Recruitment information was sent to all licensed, eligible child care centers in Mecklenburg with email addresses on file with DCDEE and/or WAGE\$ at the time of recruitment.

Recruitment emails were sent to licensed, eligible child care centers in Mecklenburg with email addresses on file. Additional recruitment strategies, such as mailed postcards, packets and/or follow-up calls, were utilized based on available funding. In addition, during each employment confirmation completed with a participating site, the counselor inquired about any possible eligible staff not yet accessing a supplement. WAGE\$ also sent recruitment information to Smart Start partnerships, resource and referral agencies, community colleges and Head Start grantees in participating counties.

OUTCOMES

Table D below details the primary outcomes of the Child Care WAGE\$® Program and the program’s effectiveness in reaching these goals in Mecklenburg.

Table D: Outcomes

	Projected Outcome	Results
1	The annual turnover rate of Child Care WAGE\$® participants will be less than 25% (the goal originally established within Smart Start’s Performance Based Incentive System).	Outcome met. In FY22, the turnover rate for Mecklenburg WAGE\$ participants was 16%, below the benchmark of 25%. The Child Care WAGE\$® statewide turnover rate of 14% also shows the impact the supplement program can have on stability for children. This is particularly encouraging given the current reports of an overall teacher shortage.
2	Eighty percent (80%) of active WAGE\$ participants have a permanent level on the scale (Associate's Degree with at least 24 birth to five focused semester hours or above) or are continuing their education as documented by coursework taken since application to WAGE\$ and submitted in the current fiscal year.	Outcome nearly met. In FY22, 77% of active WAGE\$ participants have a permanent level on the scale or are continuing their education as documented by coursework submitted in the current fiscal year.

Outcome #1 is measured through employment confirmations completed as each participant concludes a six-month commitment period on the program. The information regarding turnover is entered into a database that produces the percentage. Outcome #2 is based on education documentation voluntarily submitted by participants.

PROGRAM EVALUATIONS

The information below reflects the impact of WAGE\$ from the perspectives of participants and their employers and is based on responses from the annual evaluation surveys. Salary supplement recipients and center directors who did not receive supplements but who had recipients among their staff participated in an annual evaluation of the Child Care WAGE\$® Program.

Survey samples were created based on the number of potential respondents by position in each county. If the pool of participating teachers in a county was between 1 and 50, the entire teacher recipient population was mailed a survey. A 40% sample was drawn when the teacher recipient population was between 51 and 100 and a 25% sample was drawn if the teacher population was 101 or more. All participating directors were also surveyed. Directors in counties funding WAGE\$ who were not personally participating but who had staff members on WAGE\$ and/or Infant-Toddler Educator AWARD\$® were sent a shared survey to assess the impact of salary supplements. They were sampled using the same protocol described for teachers and responses have been integrated into the director feedback.

All participants in the sample who had email addresses on file with WAGE\$ were invited to complete the survey online. Reminder emails were sent to encourage online response. Those who did not participate online or who did not have email addresses on file were also mailed surveys. One final attempt was made to secure non-respondent surveys via phone in counties with low response rates. All respondents were given the opportunity to be entered into a drawing for professional resources.

Overall, 68% of the sampled Mecklenburg population returned surveys (100 of 147), which included the following:

- 70% of participating teachers/family child care home providers (62 of 88)
- 85% of participating directors (23 of 27)
- 47% of non-participating directors with staff receiving salary supplements² (15 of 32)

Survey recipients were asked to examine a list of possible benefits resulting from the Child Care WAGE\$® Program and indicate whether or not each benefit is true for the respondent.

Responses to the individual options were as follows, listed in survey order:

- WAGE\$ helps me feel more satisfied with my job. – 96%
- WAGE\$ is an incentive for me to seek additional education and/or it helps make pursuing coursework more financially feasible. – 90%
- The WAGE\$ supplement helps ease financial stress. – 94%
- WAGE\$ encourages me to stay with my current program. – 98%
- My WAGE\$ supplement helps me to provide more resources for my program or classroom. – 81%
- Receiving the WAGE\$ supplement makes me feel more appreciated and recognized for my work. – 95%

² Non-participating directors in some cases may have responded about participants in WAGE\$ and/or AWARD\$.

Additional survey results are listed below:

Ninety-five percent (95%) of responding Mecklenburg directors indicated that staff participation in WAGE\$ benefits the children in their centers in some way. When asked to select from a list of options explaining how participation may be beneficial to the children in their programs, including an option stating that no benefits have been noticed, 95% of Mecklenburg responding directors indicated that staff participation in WAGE\$ benefits the children in some way. The two most popular examples of impact were that improved morale has created more positive child-teacher interactions and that staff members are seeking more education, which leads to higher quality care for children.

Ninety-eight percent (98%) of Mecklenburg respondents (89 of 91) reported that they are satisfied with the program and its administration. One participant expressed concern that others received higher supplements. Staff have now spoken with this participant and explained the award amount. One director expressed that the supplement amounts should be higher overall. WAGE\$ is happy to increase the supplements should Smart Start have funding available to invest in that opportunity.

Ninety-seven percent (97%) of Mecklenburg responding directors (37 of 38) reported positive attitudes toward WAGE\$ in their child care programs. One director stated that staff are concerned about the waiting list. Smart Start of Mecklenburg County increased the WAGE\$ allocation, which enabled many new applicants to be paid.

One hundred percent (100%) of the Mecklenburg respondents who indicated that they have had interactions with the WAGE\$ staff found them to be pleasant and helpful. Many respondents took the opportunity to share additional comments about their interactions with WAGE\$ staff. For example, one Mecklenburg teacher said, “Everyone that I have encountered has been so friendly and helpful. I was so overcome with joy when I received a postcard from a staff member saying how proud they were of me. I work so hard and feel like no one sees me, they all just expect me to do. It was so nice to get that card even though this person doesn’t know me.” A director stated, “They are very helpful, and they assist you in getting everything completed and approved. They are here for us.”

Ninety-five percent (95%) of responding Mecklenburg participants indicated that, as a result of WAGE\$, they feel more appreciated and recognized for their work. Recipients and directors with participating staff continue to emphasize the importance of the recognition and appreciation associated with the receipt of the supplements and the impact this has on self-esteem, professionalism and morale. Not only are these things significant in themselves, but they enhance the likelihood that participants will stay in the field and seek additional education. Feedback is shared below:

“WAGE\$ helps me financially, and it makes me proud to be a teacher and to continue to want to be a better teacher.” (Mecklenburg, teacher)

“WAGE\$ is important because child care professionals don’t get recognized for the work they do. It also provides motivation that they are not alone. Child care is where you start to plant seeds and watch them grow.” (Mecklenburg, teacher)

“Early childhood education does not receive the support or recognition it deserves. WAGE\$ helps us to feel valued and important by paying us as professionals.” (Mecklenburg, teacher)

SMART START

The Child Care WAGE\$® Program works hard to publicize the collaboration with local partnerships and identifies the funding sources in a variety of ways. Special notices are sent in conjunction with payments stating which specific Smart Start partnership, along with the Division of Child Development and Early Education, provides funding. The county/region partnership is listed on hard copy check stubs and labels are attached to payment letter envelopes to identify the funder. Emails are sent to recipients to inform them when payments have been mailed or deposited, crediting the funders. The Child Care WAGE\$® fact sheets, application-based program agreements and letters clarify the funding arrangement for the program and WAGE\$ representatives explain the funding for the program in presentations. Finally, the program evaluations state that the funds for the Child Care WAGE\$® supplements are provided by local Smart Start partnerships and respondents are given the opportunity to share messages regarding the supplements with their local Smart Starts. Please note that, in addition to the sample comments included below, some recipients shared their gratitude through “thank you” messages that are not listed.

“Thank you. It means a lot. Society just sees us as babysitters and we are paid poorly because of this, but we are early educators preparing the children we serve for kindergarten and much more.” (Mecklenburg, teacher)

“Thank you!! I appreciate the support!” (Mecklenburg, teacher)

“Thank you to the funders. Without your help I would not be able to bring my family on vacation this year and I would be struggling to pay my bills.” (Mecklenburg, teacher)

“Please continue to keep WAGE\$.” (Mecklenburg, teacher)

“I would like to thank Smart Start for giving us this extra incentive. I've been in the early childhood field for over 20 years, and I definitely see the changes that have been made to better help teachers get to the next level of education. With this program I was able to obtain my associate’s degree and now looking into my bachelor’s. Thank you so much.” (Mecklenburg, teacher)

“Thank you for making this possible.” (Mecklenburg, teacher)

“Continue the supplements. Child care workers are the lowest paid workers but the most necessary.” (Mecklenburg, teacher)

“Thank you for your support in early childhood. Our children are the future of tomorrow.”
(Mecklenburg, teacher)

“Thank you for providing these funds to us. It has greatly helped my family and also given me the ability to provide more for my students.” (Mecklenburg, teacher)

“This is needed! This is what keeps a lot of teachers motivated to stay in this field.”
(Mecklenburg, teacher)

“Thank you!! You are making a difference in the lives of child care providers, which surely trickles down to affect the lives of the children in their care.” (Mecklenburg, teacher)

“Thanks for putting in place this helpful funding program.” (Mecklenburg, teacher)

“Thank you for reaching out with this financial help.” (Mecklenburg, teacher)

“Thank you for all you do. I love my job, and this has been the cherry on top! WAGE\$ has helped my family’s financial needs and has taken a weight off my shoulders!”
(Mecklenburg, teacher)

“It’s always helpful, and I thank God for this program.” (Mecklenburg, teacher)

“Thank you and keep up the good work. You are appreciated.” (Mecklenburg, teacher)

“I am thankful and grateful for the extra funds and that someone cares about us.”
(Mecklenburg, teacher)

“Thank you. This is a great way to keep child care workers.” (Mecklenburg, teacher)

“It’s appreciated and a blessing. It’s an additional financial boost and empowering to receive a bonus for the work we do.” (Mecklenburg, teacher)

“You are appreciated.” (Mecklenburg, teacher)

“Thank you from the bottom of my heart.” (Mecklenburg, teacher)

“Thank you. It shows that we’re not forgotten when it comes to early childhood education, because we’re always left out and the last to receive.” (Mecklenburg, teacher)

“Thank you for the help you have provided for me and the children - and community-wide.” (Mecklenburg, teacher)

“Great for the community.” (Mecklenburg, teacher)

“Thank you for everything you guys do. Please keep it going.” (Mecklenburg, teacher)

“I really appreciate this program. Thank you so much for supporting me and my family.”
(Mecklenburg, teacher)

“Thank you. These funds help more than you know!!! We in this industry appreciate this extra help.” (Mecklenburg, teacher)

“Thank you for thinking about the teachers in the early childhood field. People don’t realize how important our role is and see that we work hard every day to accommodate our children and parents.” (Mecklenburg, teacher)

“Thank you! The supplement is vitally important.” (Mecklenburg, teacher)

“WAGE\$ is an essential part of keeping educators in this field.” (Mecklenburg, teacher)

“Thank you so much for the supplements that you have provided me. It has helped in more ways than you can imagine. Thank you for giving child care providers an incentive to have the desire to keep impacting our industry. It has been and is a blessing.” (Mecklenburg, family child care home provider)

“Thank you for helping us help the children.” (Mecklenburg, family child care home provider)

“It makes a difference. I have considered quitting and finding something else more than once to find something with benefits, especially since COVID, but I am hanging in because I love what I do.” (Mecklenburg, family child care home provider)

“I appreciate everyone that is involved in the supplements that are given out for our centers. It is needed, helpful, and assists in many areas concerning our families’ lives.”
(Mecklenburg, director)

“You are doing an awesome job and we appreciate all that you do!” (Mecklenburg, director)

“Thank you and please keep the program going.” (Mecklenburg, director)

“Thanks for the support.” (Mecklenburg, director)

“Thank you for seeing child care providers as important personnel in our society.”
(Mecklenburg, director)

“Smart Start, thank you for the WAGE\$ Program and all it has helped me to achieve. The supplemental funds have helped me to achieve a higher education level in early childhood. Thank you again!” (Mecklenburg, director)

As evident from these comments and the data provided, the WAGE\$ supplements continue to make a difference for recipients and the children in their care. For additional information on the

outcomes, challenges and participant perceptions of the program, please review the *Child Care WAGES® Statewide Final Report* for FY22.



Table 1
Demographic Profile of the 506 Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022
Tier Two



	# of Participants	% of Participants
Race*		
White	111	22%
Black or African American	347	69%
American Indian or Alaska Native	1	0%
Asian	3	1%
Two or more races	10	2%
Not Given	24	5%
Other	10	2%
Ethnicity*		
Not Given	10	2%
Latinx	21	4%
Not Latinx	475	94%
Gender		
Male	5	1%
Female	501	99%
Age Range of Participants		
20-24 years	18	4%
25-34 years	125	25%
35-44 years	122	24%
45-54 years	122	24%
55-59 years	51	10%
60-64 years	43	8%
65 and over	25	5%
Position		
Teacher	344	68%
Assistant Teacher	73	14%
Director	19	4%
Director (Owner)	14	3%
Assistant Director	26	5%
Small Home Provider	30	6%
Ages of Children Served**		
Birth up to Three	153	30%
Three to Five	239	47%
Mixed Ages	114	23%
Education Level		
12 birth to five sem. hours	6	1%
18 general sem. hours including 4 birth to five sem. hours	10	2%

*388 participants identify as Latinx or as a person of color, which is 78% of the active population that provided data (497 participants).

**Combination classrooms including two and three year olds are included in the category "Mixed Ages."

**Table 1 (cont.)
Demographic Profile of the 506 Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

	# of Participants	% of Participants
24 general sem. hours including 6 birth to five sem. hours	26	5%
70 general sem. hours (less than 6 birth to five sem. hours)	2	0%
AAS (less than 6 birth to five sem. hours)	12	2%
36 general sem. hours including 12 birth to five sem. hours	17	3%
70 general sem. hours including 6 birth to five sem. hours	2	0%
AAS including 6 birth to five sem. hours	1	0%
45 general sem. hours including 18 birth to five sem. hours	21	4%
AAS including 12 birth to five sem. hours	2	0%
57 general sem. hours including 24 birth to five sem. hours	16	3%
AAS including 18 birth to five sem. hours	6	1%
BA/BS (less than 6 birth to five sem. hours)	28	6%
MA/MS (less than 6 birth to five sem. hours)	4	1%
AAS including 24 birth to five sem. hours	156	31%
BA/BS including 6 birth to five sem. hours	27	5%
MA/MS including 6 birth to five sem. hours	4	1%
90 sem. hours toward BA/BS including 18 birth to five sem. hours	16	3%
BA/BS including 12 birth to five sem. hours	19	4%
BA/BS including 18 birth to five sem. hours	108	21%
MA/MS including 12 birth to five sem. hours	4	1%
MA/MS including 18 birth to five sem. hours	18	4%
PhD/EdD including 18 birth to five sem. hours	1	0%
Wage Rate***		
Below \$7.25 per hour	21	4%
\$7.25 - \$9.99 per hour	4	1%
\$10.00 - \$12.99 per hour	41	8%
\$13.00 - \$14.99 per hour	88	17%
\$15.00 - \$16.99 per hour	202	40%
\$17.00 - \$19.00 per hour	150	30%
Years in Child Care Program: Participant's Start Date to Report End Date		
0 to .99 Years	26	5%
1.00 to 1.99 Years	95	19%
2.00 to 2.99 Years	56	11%
3.00 to 3.99 Years	64	13%
4.00 to 4.99 Years	46	9%
5.00 or More Years	219	43%

*** The first category under Wage Rate may reflect those earning below North Carolina's minimum wage, typically home providers or owners whose income is dependent upon revenue.



Table 2
Child Care Center Profile for Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022
Tier Two



Center	Programs	Participants
	187	476
1 STAR	4	13
3 STAR	15	27
4 STAR	46	84
5 STAR	114	338
GS-110	4	8
PROB	1	2
PROV	1	1
Temporary	2	3
Family Provider	30	30
3 STAR	4	4
4 STAR	17	17
5 STAR	9	9
TOTALS	<u>217</u>	<u>506</u>

Partnerships may elect to provide supplements only to participants working in sites with at least three stars. Other ratings could be reflected on this table due to licensing changes after the reporting period or due to a participant being held as active until her/his commitment period is completed. In the latter scenario, a payment would be made for only the time worked with the appropriate star rating.



Table 2 A
Child Care Center Profile for Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022
Tier Two



Center Name

A Mother's Touch Family Childcare
A Quality Dap Child Care Center
Abc Academy
Absolute Child Care
All In The Family
Alliance Center For Education At Brightwalk
Alliance Center For Education At Mcalpine
Alliance Center For Education At Mulberry
Alliance Center For Education At Oaklawn
Alliance Center For Education At Southside
Alliance Center For Education Stephanie Jennings
Angel Tender Loving Care
Anthony's Day Care Home
Avondale Children's Center
Ballancrest Academy At Blakeney
Banana-Rama Day Care
Beginning Years Day Care
Beginning Years Day Care Center Ii, Inc.
Beginning Years Daycare # 3
Beginning Years Daycare Iv, Inc.
Berean Jr. Academy Preschool
Bright Future Learning Center
Bright Horizons At Mallard Creek
Bright Horizons Family Solutions Early Education
Bright Kids Learning Academy
Bright Kids Learning Academy Ii
Bright Stars Child Development Center
Brighter Minds Academy 2
Cadence Academy Preschool, Eastfield
Cadence Academy Preschool, Kenton
Cadence Academy Preschool, Mallard
Cadence Academy Preschool, Northlake
Cadence Academy Preschool, Raintree
Carter's Child Care
Charlotte Child Development Center
Charlotte Jewish Preschool
Charlotte Montessori School
Charlotte Montessori School Kingston
Chesterbrook Academy
Chesterbrook Academy
Chesterbrook Academy
Childcare Network # 55
Childcare Network # 92a

Table 2 A (cont.)
Child Care Center Profile for Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022
Tier Two

Center Name

Childcare Network #325
Childcare Network #53
Childcare Network #54
Childcare Network #90
Childcare Network #91
Childcare Network #95
Childcare Network #97a
Childcare Network #97b
Childcare Network, Inc. #94
Children's Academy At Lakepointe
Childtime Childrens Center #2009
Christ Lutheran Children's Center
Christ Our Shepherd Child Care
Christian Montessori School At Lake Norman
Cnt For Children D.c. At Kilgo United Meth. Church
Cos Kids
Covenant Presbyterian Child Development Center
Cranfield Academy
Cranfield Academy Providence
Creative Kids Learning Academy Llc
Creative Play Preschool
Cultural Giving Development Center
Cyrus Childhood Academy (Cca)
David Cox Elementary
Davidson-Cornelius Child Development Center
Dilworth Child Development Center
Discovery Harbor Learning Center
Dixon Academy Of Charlotte, Inc
Doris Campbell Day Care Home
Early Beginnings Child Development Center
Early Foundations Academy
Edna's Kids Day Care Home
Enlighten Legacy Learning Center I
Everbrook Academy
Every Child Is Special
Fairyland Institute Of Early Learning, Inc. Afters
First Presbyterian Church Schools
First United Methodist Child Development Center
First Ward Child Development Center
Footprints Learn N Play
Forrestal Academy
Fran's Kids Day Care #3

Table 2 A (cont.)
Child Care Center Profile for Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022
Tier Two

Center Name

Future Leaders Academy Ii
Genesis One Full Day Preschool
God's Anointed Ones
God's Creation Child Development
God's Creation Scholar Academy
Goddard School At Ballantyne
Governors' Village Stem Academy
Heaven's Angels Child Care Center, Inc.
Hickory Grove Baptist Weekday Ministries
Highland Renaissance Academy
Hill's Little Angels Day Care
Howells Playskool Inc
Hunter's Academy
Idlewild Baptist Child Development Center
It Takes A Village Child And Youth Development Cen
Johnson Mini School Ii
Joyce's Day Care
Joyland Academy
Keystone Montessori School
Kiddie Academy Of Charlotte-Blakeney
Kiddie Farms
Kiddie Kare Learning Center
Kids Cyclone
Kids R Kids #5 Nc
Kids R Kids Lake Norman
Kidville-Kovar Child Development Center
Kidz Are Fun Child Development Center #1
Kindercare Learning Center
Kindercare Learning Center
Kindercare Learning Centers Llc
Kindercare Learning Centers Llc
Kindercare Learning Centers Llc
Knee-High Children's Learning Center Ii
La Petite Academy
La Petite Academy
Lacy's Little Ones
Leafspring School
Leafspring School At Cornelius
Learning Bear Daycare, Llc
Little Hedgepeth Academy
Little Hedgepeth Child Development Center
Little Learners Child Development Center

Table 2 A (cont.)
Child Care Center Profile for Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022
Tier Two

Center Name

Little Peanuts Childcare, Llc
Little People's Playhouse
Little Sprouts Day Academy
Little Tots
Lollipop Child Development Center
Lots Of Love Childcare Home
Love, Learn And Play Cdc
Major Cares Learning Center
Marizetta Kerry Child Development Center
Mrs. Chris Play And Learn #2
Mrs. Chris Play And Learn Preschool
Mrs. J's New Beginning
Ms Horton's Little Angels Day Care
Mt Moriah Child Development Center, Inc
My Second Home
Myers Park Presbyterian Weekday School
Nana's Nursery
Nana's Place University, Llc
Oakcrest Preparatory Academy
Open Door School
Park Road Baptist Child Development Center
Pathway Preschool
Pee Wee's Little People
Phelps Love And Care
Phillips Learning Center
Pitter Patter Playhouse Learning Center
Play And Learn Christian Child Care
Plaza Baptist Children's Center
Plaza Road Pre-K & Asep
Pleasant Grove Child Development Center
Precious Child Academy Iii
Precious Little Angels
Prepzone Kids Daycare
Presbyterian Hospital Child Development Center
Pride -N- Joy Day Care
Primrose School At Eastfield Village
Primrose School Of Lake Wylie
Prosperity Guidepost Montessori
Providence Baptist Child Development Center
Providence Preparatory School
Providence Preparatory School- Westbury Building
Pure Genius Childcare Services

Table 2 A (cont.)
Child Care Center Profile for Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022
Tier Two

Center Name

Quality Care Child Care
Selwyn Presbyterian Child Development Center
Sharon Academy
Smart Kids Child Development Center #1
Smart Kids Child Development Center #11
Smart Kids Child Development Center #2
Smart Kids Child Development Center #3
Smart Kids Child Development Center #7
Smart Kids Child Development Center #8
Smart Kids Child Development Center #9
Spoiled Rotten Scholars Llc
St. Marks Child Development Center
Stephanie's Sheltering Arms Daycare Inc.
Sterling Elementary
Sunny Kids Academy
Sunshine Daycare And Preschool
Tara's Learn & Play House
Teacher's Pets
Tender Hearts Child Care Inc.
Tender Love & Care Child Development Center
The Center For Children Cottage
The Early Learning Center
The Goddard School
The Goddard School At Mallard Creek
The Goddard School Of Cornelius
The Jewish Preschool On Sardis
The Learning Collaborative
The Learning Experience
The Learning Tree Academy.
The Nest At Charlotte Latin School
The Sunshine House
The Sunshine House
The Sunshine House
The Sunshine House
The Willow Oaks Academy, Llc
Thompson Child Development Center
Tiaes And Joshua's Christian Playschool
Tiny Hands And Feet
Tiny Treasures Child Development Center
Tutor Time Steele Creek
U R Success
University Child Dev. Center At Northcross

**Table 2 A (cont.)
Child Care Center Profile for Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022
Tier Two**

Center Name

University Child Development Center

University Child Development Center/Highland Creek

World Of Wonder Christian Childcare

Yazmon's Friends

Young At Heart Learning Center



Table 3
Educational Award Levels Profile of the 506 Participants
in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022
Tier Two



77% have a permanent level on the scale (AAS ECE or above) or are continuing their education as documented by coursework taken since original application to WAGES submitted in the current fiscal year.

	# of Participants	% of Participants Out Of Position	% of Participants Out Of Active
Director	59	100%	12%
Two	2	3%	0%
Three	2	3%	0%
Four	3	5%	1%
Six	1	2%	0%
Seven	3	5%	1%
Eight	21	36%	4%
Nine	2	3%	0%
Ten	4	7%	1%
Eleven	15	25%	3%
Twelve	6	10%	1%
Family Child Care Provider	30	100%	6%
Two	1	3%	0%
Three	2	7%	0%
Four	3	10%	1%
Six	3	10%	1%
Eight	7	23%	1%
Nine	2	7%	0%
Ten	2	7%	0%
Eleven	10	33%	2%
Teacher	417	100%	82%
Two	13	3%	3%
Three	22	5%	4%
Four	26	6%	5%
Five	3	1%	1%
Six	19	5%	4%
Seven	18	4%	4%
Eight	160	38%	32%

**Table 3 (cont.)
 Educational Award Levels Profile of the 506 Participants
 in Mecklenburg
 Child Care WAGES® Program
 July 2021 - June 2022
 Tier Two**

	# of Participants	% of Participants Out Of Position	% of Participants Out Of Active
Nine	27	6%	5%
Ten	29	7%	6%
Eleven	87	21%	17%
Twelve	12	3%	2%
Thirteen	1	0%	0%



Table 4
Total Participants that Received a Supplement in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022
Tier Two



612 unduplicated participants received a supplement for completing a six month period that ended during this reporting period; these participants worked in 233 different child care programs serving approximately 13,037 children.

	Total Paid*	Total Programs	# Of Children 0 to 5
Center	579	200	12,892
Family Provider	33	33	145
<u>Total</u>	<u>612</u>	<u>233</u>	<u>13,037</u>

* This may reflect a duplicated number of people paid if participants moved between a center and a home and were paid from both locations. Refer to the number at the top for an unduplicated count of people paid.



Table 5
Annual Turnover Summary for Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022
Tier Two



The annual turnover percentage is based on an overall population of 602 participants in the reporting area. This population includes those individuals that were active during the reporting period of July 2021 - June 2022 (506) and those whose turnover was reported during this time (96). Active participants meet all eligibility requirements and have worked at least six months in their child care programs. Active participants might also include individuals who have left a child care program, but have since worked six eligible months in a new site. (These "reactivated" participants are not factored into the report at all until they have completed this six month period.) The annual turnover percentage is obtained by dividing the total number of participants who left their center into the total number of participants.

Individuals who became ineligible for other reasons (i.e. position change within center, became over-income due to raise, center closure, noncompliance with the program's income documentation guidelines, failure to obtain necessary coursework) are not included in the table. They have been removed from the overall total and the turnover numbers since they were no longer eligible for the Child Care WAGES® Program, and the supplement could not have been an incentive for them to stay.

Individuals who left their child care programs and those who became ineligible due to other reasons may or may not have been paid during the current fiscal year for completing one or more commitment periods. However, they have all been paid at some time during their participation on WAGES and thus earned active status prior to becoming ineligible.

Annual Turnover (July 2021 - June 2022) Mecklenburg	
Total Participants	= 602
Active Participants	= 506
Left Center	= 96
Turnover Percentage	= 16%



Table 5
Profile of Participants who Left their Programs in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022



	# of Participants	% of Participants
Race		
White	13	14%
Black or African American	72	75%
Asian	3	3%
Two or more races	2	2%
Not Given	3	3%
Other	3	3%
Ethnicity		
Not Given	2	2%
Latinx	6	6%
Not Latinx	88	92%
Gender		
Male	1	1%
Female	95	99%
Position		
Teacher	56	58%
Assistant Teacher	31	32%
Director	2	2%
Director (Owner)	1	1%
Assistant Director	4	4%
Small Home Provider	2	2%
Education Level		
18 general sem. hours including 4 birth to five sem. hours	3	3%
24 general sem. hours including 6 birth to five sem. hours	5	5%
70 general sem. hours (less than 6 birth to five sem. hours)	1	1%
36 general sem. hours including 12 birth to five sem. hours	6	6%
70 general sem. hours including 6 birth to five sem. hours	1	1%
45 general sem. hours including 18 birth to five sem. hours	4	4%
AAS including 12 birth to five sem. hours	2	2%
57 general sem. hours including 24 birth to five sem. hours	3	3%
AAS including 18 birth to five sem. hours	1	1%
BA/BS (less than 6 birth to five sem. hours)	4	4%
MA/MS (less than 6 birth to five sem. hours)	1	1%
AAS including 24 birth to five sem. hours	19	20%
BA/BS including 6 birth to five sem. hours	6	6%
90 sem. hours toward BA/BS including 18 birth to five sem. hours	6	6%
BA/BS including 12 birth to five sem. hours	6	6%
BA/BS including 18 birth to five sem. hours	23	24%

**Table 5 (cont.)
Profile of Participants who Left their Programs in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

	# of Participants	% of Participants
MA/MS including 12 birth to five sem. hours	2	2%
MA/MS including 18 birth to five sem. hours	3	3%
Wage Rate		
Below \$7.25 per hour	3	3%
\$7.25 - \$9.99 per hour	1	1%
\$10.00 - \$12.99 per hour	7	7%
\$13.00 - \$14.99 per hour	25	26%
\$15.00 - \$16.99 per hour	43	45%
\$17.00 - \$19.00 per hour	17	18%
Years in Child Care Program: Participant's Start Date to Date Ineligible		
0 to .99 Years	10	10%
1.00 to 1.99 Years	13	14%
2.00 to 2.99 Years	21	22%
3.00 to 3.99 Years	9	9%
4.00 to 4.99 Years	12	13%
5.00 or More Years	31	32%
Regulation Type		
3 STAR	4	4%
4 STAR	20	21%
5 STAR	72	75%

* The first category under Wage Rate reflects those earning below North Carolina's minimum wage, typically home providers or owners whose income is dependent upon revenue.

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

A Mother's Touch Family Childcare

Patterson, Claudia

Sellars, Sakia

A Quality Dap Child Care Center

Moore, Kimberly

Abc Academy

Erwin, Adejah

Gaddy, Linda

Absolute Child Care

Denny, Ashley

Ray, Karen

Vance, Armani

All In The Family

Black, LaTricia

Alliance Center For Education At Brightwalk

Armantrading, Sharon

Johnson, Yvette

Alliance Center For Education At Mcalpine

Drakeford-Autry, Deborah

Alliance Center For Education At Mulberry

Jackson, Annette

Alliance Center For Education At Oaklawn

Mayfield, Grace

Wallace, Yolanda

Witherspoon, Uptoya

Alliance Center For Education At Southside

Blakely, Kunica

Gilchrist, Cherry

Alliance Center For Education Stephanie Jennings

Hailey, Lesonia

Metoyer, Jennifer

Angel Tender Loving Care

McMichael, Margaret

Anthony's Day Care Home

Anthony, Crystal

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Avondale Children's Center

Cloninger, Erin

Shamblin, Melinda

Sibley, Cynthia

Ballancrest Academy At Blakeney

Mystafa, Danielle

Banana-Rama Day Care

Hill, Betty

Hill-Monroe, Tameka

Beginning Years Day Care

Ellison, Patrina

Beginning Years Day Care Center li, Inc.

Jackson, Vermelle

Beginning Years Daycare # 3

Friday, Wendy

Lemon, Darlene

Parker, Tonya

Beginning Years Daycare Iv, Inc.

Draffin, Leslie

Berean Jr. Academy Preschool

Bishop, Henrietta

Samuel, Bettye

Sloley, Julia

Stitt, Aquavia

Bright Future Learning Center

Briscoe, Gloria

Carson, Timolin

Graham, Krystal

Little, Tanika

Mckinley, Keshia

Morrison, Shakaria

Muldrow, Saquana

Williams, Debra A.

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Bright Horizons At Mallard Creek

Acker, Crystal

Singleton, Sr., Christopher

Bright Horizons Family Solutions Early Education

Bennehoff, Mackenzie

Block, Anne

Britt, Renee

Griffith, Jacqueline

Singleton, Ashtonette

Bright Kids Learning Academy

Lattimore, Cynthia

Bright Kids Learning Academy li

Tinsley-Johnson, Sylvia

Bright Stars Child Development Center

Watts, LaRica

Brighter Minds Academy 2

Sharpe, Lakeisha

Truesdale, Johnnie

Cadence Academy Preschool, Eastfield

Byrd, Cheva

Young, Sunny

Cadence Academy Preschool, Kenton

Christenbury, Jennifer

Clark, Bridgett

Malinovsky, Renee

Cadence Academy Preschool, Mallard

Bennett, Tiffany

Cadence Academy Preschool, Northlake

Belton, Nicole

Boima, Mariama

Nabors, Tina

Owens, Anika

Cadence Academy Preschool, Raintree

Price, Ashlyn

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Carter's Child Care

Hall, Coronica

Charlotte Child Development Center

Daly, Beth

Charlotte Jewish Preschool

Terry, Latonya

Charlotte Montessori School

Marsh, Sarah

Palacios, Jahnissi

Southerland, Margaret

Veronica, Beth

Charlotte Montessori School Kingston

Foust, Emily

Franke, Cosima

Norman, Zoe

Chesterbrook Academy

Clarke, Wendy

Johnson, Laurie

Smith, Rodrika

White, Narita

Childcare Network # 55

Teasley, Charlissia

Childcare Network # 92a

McLaughlin, Donna

Childcare Network #325

Chilinski, Samantha

Childcare Network #53

Banks, Octavia

Bonsu, Abena

Childcare Network #54

Anthony, Lomami

Davis, Taylor

Henderson, Zenobia

Taylor-Wright, Brittany

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Torres, Celeste

Wright III, William

Childcare Network #90

Bost, Shanquena

Robinson, Carol

Childcare Network #91

Coleman, Symone

Thomas, Barbara

Thomas, Victoria

Williamson, Nicole

Childcare Network #95

Bradford, Rhonda

Carroll, Jocelyn

Coley, Malikah

Childcare Network #97a

Brown, Stephanie

Childcare Network #97b

Agurs, Laverne

Boyd, Michilla

Heard, Shawn

Childcare Network, Inc. #94

Archer, Matanah

Doyno, Marilyn

Children's Academy At Lakepointe

Herring, Nichole

Sanders, Terralyn

Smith, Jennica

Childtime Childrens Center #2009

Deboe, Bethany

Christ Lutheran Children's Center

Bridges, Emily

Henke, Jeannette

Stuckey, Mary

Waiters, Darlene

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Woodard, Joanne

Christ Our Shepherd Child Care

Eisenbath, Lauren

Freeman, Daneisha

Haynes, Stephania

Powell, Belinda

Short, Chelsea

Christian Montessori School At Lake Norman

Robitaille, Laura

Cnt For Children D.c. At Kilgo United Meth. Church

Crawford, Marguerita

Cos Kids

Rama, Rajmonda

Covenant Presbyterian Child Development Center

Falby, Jerushah

Love, Tahjea

McCombs, Brianna

Waldvogel, Luciana

Cranfield Academy

Herndon, Rachel

Johnston, Ashley

Tufuka, Pensee

Cranfield Academy Providence

Alston, Chantera

Miller, Cynthia

Monge, Kimberly

Sunderland, Amelia

Creative Kids Learning Academy Llc

Everett, LaVerne

Creative Play Preschool

Briscoe, Veronica

Cultural Giving Development Center

Oakley, Shayana

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Cyrus Childhood Academy (Cca)

Awuruonye, Nkechinyere

Mason, Erma

Singleton, Teresa

David Cox Elementary

Chambers, Lisa

Davidson-Cornelius Child Development Center

Carter, Marrain

Little, Terry

Long, Ashton

Minns, Joanna

Redmond, Candace

Dilworth Child Development Center

Fowler, Gementri

Horton, Sylvia

Howard, Teresa

Wall, Lisa

Discovery Harbor Learning Center

Martin, Tempess

Mills, Robin

Dixon Academy Of Charlotte, Inc

Winkfield, Rahneiqua

Doris Campbell Day Care Home

Campbell, Doris

Early Beginnings Child Development Center

Dunlap, Rhonda

Early Foundations Academy

Arnold, Laurie

Edna's Kids Day Care Home

Humphrey, Edna

Enlighten Legacy Learning Center I

Rose, Sylvia

Everbrook Academy

Hammond, Charmaine

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Jackson, Isis

McPhaul, Kishya

Nunn, Ryan

Reed, Sarah

Spears, Jasmine

Every Child Is Special

Norman, Lori

Fairyland Institute Of Early Learning, Inc. Afters

Clyburn, Debra

First Presbyterian Church Schools

Brock, Frances

Estelle, Semeera

Hendricks, Betty

Ingram, Carolyn

Mayes, Gloria

Mulhall, Kelly

Patterson, Mysia

Smith, Dona

First United Methodist Child Development Center

Gilliam, Mable

Lindemann, Shannon

Moore, Gwendolyn

Mungo, Shakira

First Ward Child Development Center

Holland, Rodajha

Hoskins, Roshanda

Roberts, Lisa

Sanders, Myeshia

Footprints Learn N Play

Asbury, Natasha

Forrestal Academy

Baker, Nicola

Ferguson, Amanda

Lopez, Sharon

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Fran's Kids Day Care #3

Coleman, Veronica

Graham, Ethel

Future Leaders Academy II

Hampton, Lakeisha

Genesis One Full Day Preschool

Carter, Vera

O'Neal, Alexis

Williams, Matisha

God's Anointed Ones

Smalls, Lisa

God's Creation Child Development

Kelly, Kimberly

God's Creation Scholar Academy

McKinney, Phyllis

Goddard School At Ballantyne

Baggett, Kelly

Cimmino, Kimberly

Gillis, Edna

King, Bethany

Panova, Aleksandra

Governors' Village Stem Academy

Evans, Charry

Heaven's Angels Child Care Center, Inc.

McGee, Rochell

Hickory Grove Baptist Weekday Ministries

Eddins-Smith, Lisa

Highland Renaissance Academy

Adegnon, Adjowa

Hill's Little Angels Day Care

Hill-White, Bregenia

Howells Playskool Inc

Adams, Sadie

Chambers, Shelia

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Hunter's Academy

Hammond, Biancha

Todd, LaNeisha

Idlewild Baptist Child Development Center

Bartlett, Beverly

Duncan, Stephanie

Moore, Summer

Singleton, Jessica

It Takes A Village Child And Youth Development Cen

Greene, Melisa

Johnson Mini School li

Simpson, Valerie

Smith, Lureckeyia

Joyce's Day Care

Cunningham, Tierra

Joyland Academy

Parks, Yolandra

Keystone Montessori School

Idehenre, Ehije

Kiddie Academy Of Charlotte-Blakeney

Boston, Lisa

Caraus, Oxana

Frimpong, Anna

Hussman, Brittany

Jameson, Gironda

Malambri, Cynthia

Murray, Christine

Watkins, Tonya

Kiddie Farms

Alexander, Barbara

Asbury-Varner, Gloria

McNear, Ramona

Williams, Latesha

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Kiddie Kare Learning Center

Tyson, Timika

Kids Cyclone

Horne, Cylathia

Kids R Kids #5 Nc

Cabrera, Michelle

Duquette, Hadley

Gutierrez, Dai'Shana

Honeycutt, Katelyn

Penninger, Danielle

Pride, Amber

Shines - Gamble, Brandy

Waters, Shapre

Kids R Kids Lake Norman

Bright, Jane

Ingle, Brandy

Leatherman, Keir

Kidville-Kovar Child Development Center

Burriss, Connie

Clark, Danielle

Hinson, Charlene

King, Vanetta

Pleasants, Anita

Kidz Are Fun Child Development Center #1

Miller, Patricia

Kindercare Learning Center

Forney, Cassandra

Jeter, Taylor

Roberson, Akita

Warren, Naja'

Kindercare Learning Centers Llc

Cherry, Janeika

Ereifej, Yara

Hodgman, Erica

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Lopez-Reid, Claudia

Meyer, Emily

Neveils, Coleen

Roberts, Erica

Robinson, Julia

Stokes, Teresa

Wilmot, Sydonnie

Knee-High Children's Learning Center li

Currie, Takita

La Petite Academy

Farris, Latoy

Sadler, Tiffany

Sadler, Nakisha

West, Chiquita

Lacy's Little Ones

Zusammen, Lacy

Leafspring School

Amore, Alicia

Canty, Artina

Coulter, Victoria

Garcia, Lizalia

Gilmore, Donna

Leafspring School At Cornelius

Hajduk, Nina

Learning Bear Daycare, Llc

Reary, Karen

Little Hedgepeth Academy

Gibbons, Shirley

Hedgepeth, La'Quiasha

Little Hedgepeth Child Development Center

Brohm, Rebekah

Little Learners Child Development Center

Douglas, Tyrone

Hayden, Briana

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Little Peanuts Childcare, Llc

Thomas, Yolanda

Little People's Playhouse

Vann, Pamela

Williams, Deja

Little Sprouts Day Academy

Brown, April

Little Tots

Ordonez-Prado, Patricia

Lollipop Child Development Center

Ayers, Shirley

Chamblee, Jasmine

Fuller, Kellie

Handrahan, Patricia

Leon, Chiandra

Littlejohn, Sandra

Silva, Nerehi

Smith, Stacy

Sullivan, Lavoris

Tucker, Damekia

Wint, Aaliyah

Lots Of Love Childcare Home

Bennett, Jewel

Love, Learn And Play Cdc

Monteith, Russhelle

Owens, Erica

Major Cares Learning Center

Major, Brittany

Marizetta Kerry Child Development Center

Archie, Kijuana

Brown, Naomi

Dalton, Tanya

Free, Latoya

Pressley, Myra

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Wingate, Rochelle

Mrs. Chris Play And Learn #2

McCullen, Helen

Thompson, Candice

Mrs. Chris Play And Learn Preschool

Darrington, Julie

Glenn, Deborah

Lowery, Barbara

Mrs. J's New Beginning

White, Janis

Ms Horton's Little Angels Day Care

Horton, Ruby

Mt Moriah Child Development Center, Inc

Brown, Janice

Sellers, Myra

My Second Home

Blackwood, Shadonna

Myers Park Presbyterian Weekday School

Childers, Kimberly

Covert, Shalawn

Nana's Nursery

Davis, Perdina

Nana's Place University, Llc

Buckner, Brandie

Gilliam, Tracia

Mungo, Diana

Smith-Jones, Karen

Oakcrest Preparatory Academy

Caudle, Lori

Hayden, Marquita

Rogers, Elizabeth

Open Door School

Edmond, Leslie

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Park Road Baptist Child Development Center

Clyburn, Angela

Groves, Leslie

Stewart, Rebekah

Pathway Preschool

Blackwell, Shalece

Nolley, Tahera

Pee Wee's Little People

Ray, Dejhana

Phelps Love And Care

Phelps, Kelly

Phillips Learning Center

Phillips, Angela

Pitter Patter Playhouse Learning Center

McCrary, Shonda

Play And Learn Christian Child Care

Brice, Kimberly

Plaza Baptist Children's Center

Gil, Cynthia

Hilsman, Jeanette

Meoli, Bianca

Young, Tricia

Plaza Road Pre-K & Asep

Thomas, Willie

Pleasant Grove Child Development Center

Valbrun, Koanna

Precious Child Academy Iii

Patton, Patricia

Precious Little Angels

Stewart, Justina

Prepzone Kids Daycare

Maxwell, Cassandra

Presbyterian Hospital Child Development Center

Boatwright, Tina

Crawford, Catherine

**List of the 506 Active Participants in Mecklenburg
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DeShazor, LaQuisha

Gray, Tonya

Harris, Shericker

Howie, Sabrina

Lynch, Toni

Wade, Barbara

Young, Jessica

Pride -N- Joy Day Care

Boyce, Toni

Primrose School At Eastfield Village

Bruce, Holly

Walls, Tatyana

Primrose School Of Lake Wylie

Bosch, Aurora

Hand, Tasha

Nicholson, Takelia

Richardson, Portia

Watford, Angela

Prosperity Guidepost Montessori

Barcnas, Valeria

Hernandez, Janet

Logan, Francy

Mayorga, Mildrey

Providence Baptist Child Development Center

Flowers, Tanya

Morris, Sharon

Oates, Tacola

Williams, Crystal

Providence Preparatory School

Chapman, Patrice

Hurst, Melissa

Mitchell, Angela

Mongo, Tytiana

Moore, Shaheerah

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
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Parker, Deborah

Porras, Hilda

Providence Preparatory School- Westbury Building

Anderson, Dominique

Boyce-Cooley, Unika

Brewer, Brittany

Byrd, Ginteda

Dudley, Savinia

Hoskins, Aisha

Link, Mallory

Nast, Alana

Phillips, Shomika

Phillips, Brittany

Small, Ayana

Vanegas, Iris

Pure Genius Childcare Services

Sturdivant-Walkup, Victoria

Tillman, Tracy

Quality Care Child Care

Jant, Kim

Selwyn Presbyterian Child Development Center

Cofie, Alexandra

Finichenko, Anna

James, Sharon

Sardon, Rocio

Zamani, Nabila

Sharon Academy

Edwards-Singleton, Crystal

Pagan, Marisa

Taylor, Brendalyn

Waddell, Tikeyla

Smart Kids Child Development Center #1

Cuthbertson, Kenyata

Harris, Tanya

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Morrell, Pamela

Smart Kids Child Development Center #11

Blanco De Atencio, Alexandra

Gallagher, Emma

Smart Kids Child Development Center #2

Sonko, Barbara

Smart Kids Child Development Center #3

Johnson, Shamyka

Smart Kids Child Development Center #7

Walls, Angelette

Smart Kids Child Development Center #8

Brown, Jocelyn

Smart Kids Child Development Center #9

Brailey, Akasha

Brevard, Briana

Caves, Lareshia

Griffin, Shakira

Jones, Erika

Sharma, Kanchan

Spoiled Rotten Scholars Llc

Gordon, Shanice

Walker, Christie

St. Marks Child Development Center

Oates, Jerrell

White, Shenita

Stephanie's Sheltering Arms Daycare Inc.

Hamilton, Stephanie

Sterling Elementary

Harris, Shirley

Sunny Kids Academy

Hanna, Sundra

Sunshine Daycare And Preschool

Hailey, Tynesha

Nicholson, Virginia

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Sawyer, Brenda

Young, Sharon

Tara's Learn & Play House

Patrick, Tara

Teacher's Pets

Wellman, Sherri

Tender Hearts Child Care Inc.

Torrence, Leslye

Tender Love & Care Child Development Center

Williams, Tamara

The Center For Children Cottage

Steele, Julia

The Early Learning Center

Grant, Dorothy

Jones, Angela

Waters, Blenda

The Goddard School

Allen, Paxton

Burnham, Taylor

Cherry-Little, Taranja

Mock, Mikaela

Robinson, Alexa

Stansberry, Aziza

The Goddard School At Mallard Creek

Lewis, Brittany

Williams, LaTonya

The Goddard School Of Cornelius

Buck, Theresa

Carrington, Brina

Cleveland, Courtney

Cortese, Jane

Cribbs, Rhonda

Harrington, Suzanne

King, Stacey

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
July 2021 - June 2022**

Leach, Angela

Prokos, Kristen

Sirbu, Debora

The Jewish Preschool On Sardis

Clark, Ann

Laudenbach, Jessica

Weiss, Devorah

The Learning Collaborative

Fincher, Elissa

Mitchell, Meltrene

Watkins, Teresa

The Learning Experience

Aldamuy, Taquea

Cox, Maden

The Learning Tree Academy.

Bryant, Carolyn

Hernandez, Juana

The Nest At Charlotte Latin School

Angel-Alexander, Juliana

The Sunshine House

Brinkman, Claudia

Freeman, Yazmine

Guerrero, Ida

Lukacs, Toni-Ann

Mattox, Tanasia

McFadden, Tasha

Williams, Geneva

The Willow Oaks Academy, Llc

Bryant, Kaylan

Thompson Child Development Center

Barnette, Shazlyn

Senneh, Florence

Thompson, Patricia

**List of the 506 Active Participants in Mecklenburg
Child Care WAGES® Program
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Tiaes And Joshua's Christian Playschool

Barnes, Christine

Brooks, Alicia

Tiny Hands And Feet

McKoy, Tessie

Tiny Treasures Child Development Center

Lemons-Hunter, Christy

Sanchez, Desenia

Van Reypen, Bonnie

Williams, Bianka

Tutor Time Steele Creek

Stinson, Amber

Strong, Sandra

Thomas, Jacqueline

U R Success

Moore, Michele

University Child Dev. Center At Northcross

Francois, Mariah

McKnight, Katie

Tuck, Cy-Erra

University Child Development Center

Tang, Beverly

Tinsley, Ann

Watson, Tianna

Williams, Lakeithia

University Child Development Center/Highland Creek

Clark, Debra

Dalton, Cynthia

Daniel Wagner, Bathsheba

Warren, Nayira

World Of Wonder Christian Childcare

Harris, Lauran

Yazmon's Friends

Schmittle, Melissa

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Young At Heart Learning Center

Crayton, Barbara