



Performance-Based Incentive System (PBIS) Criteria and Standards

NCPC Board Approved March 2006

Administration

Program Standard: Local partnerships are accountable for the financial and programmatic integrity of their programs and services.

PBIS ID	Criterion	Minimum Standard	High Performing Standard	Data Source
A10	Audit Findings	1 audit finding	No audit findings	<ul style="list-style-type: none"> Local Partnership Audit Results

Family Support

Goal: Families have the knowledge and skills needed to insure that their children enter school healthy and ready to succeed.

Objective: Families have the information they need to feel confident and competent about their ability to parent.
 Families have the knowledge and skills to participate in literacy related activities with their children.
 Families have the information they need to select quality child care for their children.

NOTE: Baseline Year - FY05-06.

PBIS ID	Criterion	Minimum Standard	High Performing Standard	Data Source
FS10	Parenting Skills	90% of families report they “agree” or “strongly agree” that they feel competent and confident to apply the parenting information presented in a Smart Start funded activity	95% of families report they “agree” or “strongly agree” that they feel competent and confident to apply parenting information presented in a Smart Start funded activity	<ul style="list-style-type: none"> NCPC WebApplication: PBIS Family Support - Smart Start Family Support Survey
FS20	Family Literacy	Of the families who reported engaging in literacy activities with their children less than 4 times a week before participating in a Smart Start funded literacy activity, 60% report that they increased the number of times they engaged in literacy activities to 4 or more times a week.	Of the families who reported engaging in literacy activities with their children less than 4 times a week before participating in a Smart Start funded literacy activity, 70% report that they increased the number of times they engaged in literacy activities to 4 or more times a week.	<ul style="list-style-type: none"> NCPC WebApplication: PBIS Family Support - Smart Start Family Support Survey
FS30	Family perceptions of child care needs met and the effectiveness of referral service	To be determined	To be determined	<ul style="list-style-type: none"> To be determined



Performance-Based Incentive System (PBIS) Criteria and Standards

NCPC Board Approved March 2006

Health

Goal: Children are safe and healthy.

Objective: Children have a primary medical and dental care source, with access to comprehensive, integrated, specialized care as necessary. Children have their health care, including preventive screenings coordinated by their primary health care provider.

PBIS ID	Criterion	Minimum Standard	High Performing Standard	Data Source
H10	Early intervention for children with or at risk for special needs/disabilities ¹ (MANDATORY)	3% of the total birth through age 2 population will have been identified and will have received early intervention services ² AND 3% of the total three to five year old population will have been identified and will have received special education ³	5% of the total birth through age 2 population will have been identified and will have received early intervention services ² AND 5% of the total three to five year old population will have been identified and will have received special education ³	<ul style="list-style-type: none"> NC Division of Public Health (DPH), Division of Women's and Children's Health – <u>Saturation Report</u> NC Department of Public Instruction (DPI) – <u>Report on children (3-5) identified and received services</u> NC Office of State Planning – <u>Projected County Totals</u>
H20	Medicaid-eligible children are enrolled in Health Check and have accessed well child care (MANDATORY)	70% of Medicaid-eligible children enrolled in Health Check will have accessed well child care	80% of Medicaid-eligible children enrolled in Health Check will have accessed well child care ⁴	<ul style="list-style-type: none"> NC Division of Medical Assistance (DMA)– <u>Health Check (EPSDT) Number of Medicaid Enrolled Children and Health Check Participation</u>
H40	Dental	The percentage of kindergarten children who enter school with untreated tooth decay will be at or below the statewide average of 23% ⁵	The percentage of kindergarten children who enter school with untreated tooth decay will be at or below the statewide average of 23% ⁵ AND The average number of decayed, missing or filled teeth in preschool children will be 1.3 or fewer ⁶	<ul style="list-style-type: none"> NC DPH, Oral Health Section – <u>County Level Oral Health Statistics</u>
H50	Infant Mortality	The rate of infant deaths within the first year of life will be at or below the current statewide average of 9.1 per 1000 live births ⁵	The rate of infant deaths within the first year of life will be at or below 7.41 per 1000 live ⁶	<ul style="list-style-type: none"> NC Department of Health and Human Services (DHHS), State Center for Health Statistics – <u>North Carolina Infant Mortality Report</u>
H60	Body Mass Index	The percent of children who are overweight will be at or below the current statewide average of 12.27% ⁵	The percent of children who are overweight will be at or below 10% ⁶	<ul style="list-style-type: none"> NC DPH, Nutrition and Physical Activity Surveillance System (NC-PASS) – <u>Prevalence of Overweight, At-Risk for Overweight and Underweight Children 2 through 4 years of age by county</u>

Approved by NCPC Board of Directors May 11, 2001
 Clarification Revisions – May 1, 2002, June 30, 2003
 Revisions approved by NCPC Board of Directors, June 12, 2003, September 9, 2004, January 13, 2005, March 16, 2006
 Program and Planning Department rev 06/2006



Performance-Based Incentive System (PBIS) Criteria and Standards

NCPC Board Approved March 2006

PBIS ID	Criterion	Minimum Standard	High Performing Standard	Data Source
H70	Elevated Lead Levels	The percent of 1 and 2 year old children with blood lead levels greater than or equal to 10 micrograms per deciliter will be at or below the statewide average of 2.3 ⁵	The percent of 1 and 2 year old children with blood lead levels greater than or equal to 10 micrograms per deciliter will be at or below .5 ⁶	<ul style="list-style-type: none"> DPH, Environmental Health Services Section, Children's Environmental Health Branch – NC Childhood Lead Screening Data by County
H80	Child Abuse and Neglect	To be determined	To be determined	<ul style="list-style-type: none"> To be determined

Early Care and Education – Placements

- Goal:** Children have access to high quality early childhood education.
- Objective:** Children, regardless of need, have access to child care, if families want and/or need it.
Children are enrolled in child care facilities that have a 4- or 5-star rating OR are nationally accredited

Early Care and Education: Supply of Placements

PBIS ID	Criterion	Minimum Standard	High Performing Standard	Data Source
PLA10	% of spaces in child care regulated programs ⁷	The percentage of spaces in regulated child care programs ⁷ will be equal to 90% of the total number of children with working parents	The percentage of spaces in regulated child care programs ⁷ will be equal to 100% of the total number of children with working parents	<ul style="list-style-type: none"> DCD Regulatory System – Monthly Statistics Report – Licensed Capacity by County Census 2000 – PCT38 and Table 15 NC Office of State Planning – Projected County Totals
PLA20	Regulated child care programs ⁷	90% of children receiving subsidy will be enrolled in regulated child care programs ⁷	97% of children receiving subsidy will be enrolled in regulated child care programs ⁷	<ul style="list-style-type: none"> DCD Subsidy Reimbursement System – Number of Children Served by County of Residence and Star Level Smart Start Secondary Reporting System (SSRS) – Number of Children Served by County of Residence and Star Level DCD Regulatory System – Monthly Statistics Report – Enrollment by County, Facility Type, Facility, Shift Office of School Readiness – Number of Children Served in More at Four by County NC Head Start – Total 0-5 Children Served

Approved by NCPC Board of Directors May 11, 2001
 Clarification Revisions – May 1, 2002, June 30, 2003
 Revisions approved by NCPC Board of Directors, June 12, 2003, September 9, 2004, January 13, 2005, March 16, 2006
 Program and Planning Department rev 06/2006



Performance-Based Incentive System (PBIS) Criteria and Standards NCPC Board Approved March 2006

PBIS ID	Criterion	Minimum Standard	High Performing Standard	Data Source
PLA30	% of low income children receiving subsidy in regulated child care programs ⁷	65% of children whose families earn less than 75% of state median income will be served by one of these programs: Head Start, More at Four, Pre-K, Title I or subsidized child care	75% of children whose families earn less than 75% of state median income will be served by one of these programs: Head Start, More at Four, Pre-K, Title I, or subsidized child care	<ul style="list-style-type: none"> • Census 2000 – PCT38 and Table 15 • NC Office of State Planning – Projected County Totals • DCD Subsidy Reimbursement System – Number of Children Served by County of Residence and Star Level • SSRS – Number of Children Served by County of Residence and Star Rating • DCD Regulatory System – Monthly Statistics Report – Enrollment by County, Facility Type, Facility, Shift • Office of School Readiness – Number of Children served in More at Four by county • NC Head Start – Total 0-5 Children Served • NC DPI – List of Pre-Kindergarten Classes Totally Funded by Title I

Early Care and Education: Quality Placements

PBIS ID	Criterion	Minimum Standard	High Performing Standard	Data Source
PLA40	Child placements in regulated child care programs ⁷ (MANDATORY)	3.25 average star rating of child placements in regulated child care programs ⁷ OR 50% of children will be enrolled in 4- or 5-star rated child care programs ⁷	3.25 average star rating of child placements in regulated child care programs ⁷ AND 50% of children will be enrolled in 4- or 5-star rated child care programs ⁷	<ul style="list-style-type: none"> • DCD Regulatory System – Monthly Statistics Report – Enrollment by County, Facility Type, Facility, Shift • Office of School Readiness – Number of Children served in More at Four by county • NC Head Start – Total 0-5 Children Served • NC DPI – List of Pre-Kindergarten Classes Totally Funded by Title I



Performance-Based Incentive System (PBIS) Criteria and Standards NCPC Board Approved March 2006

PBIS ID	Criterion	Minimum Standard	High Performing Standard	Data Source
PLA50	Subsidized child placements in regulated child care programs ⁷ (MANDATORY)	3.25 average star rating of the placements for children receiving subsidy in regulated child care programs ⁷ OR 60% of children receiving subsidy will be enrolled in 4- or 5- rated star child care programs ⁷	3.25 average star rating of the placements for children receiving subsidy in regulated child care programs ⁷ AND 60% of children receiving subsidy will be in 4- or 5- rated star child care programs ⁷	<ul style="list-style-type: none"> • DCD Subsidy Reimbursement System – <u>Number of Children Served by County of Residence and Star Level</u> • SSRS – <u>Number of Children Served by County of Residence and Star Rating</u> • DCD Regulatory System – <u>Monthly Statistics Report – Enrollment by County, Facility Type, Facility, Shift</u> • Office of School Readiness – <u>Number of Children served in More at Four by county</u> • NC Head Start – <u>Total 0-5 Children Served</u> • NC DPI – <u>List of Pre-Kindergarten Classes Totally Funded by Title I</u>
PLA60	Subsidized placements for children with special / developmental needs ¹ in regulated child care programs ⁷	4.00 average star rating of placements for children with special/ developmental needs ¹ and receiving subsidy in regulated child care programs ⁷ OR 75% of children with special / developmental needs ¹ and receiving subsidy will be enrolled in 4- or 5- star rated child care programs ⁷	4.00 average star rating of placements for children with special/ developmental needs ¹ and receiving subsidy in regulated child care programs ⁷ AND 75% of children with special / developmental needs ¹ and receiving subsidy will be enrolled in 4- or 5- star rated child care programs ⁷	<ul style="list-style-type: none"> • DCD Subsidy Reimbursement System – <u>Number of Children Served by County of Residence and Star Level</u> • SSRS – <u>Number of Children Served by County of Residence and Star Rating</u> • DCD Regulatory System – <u>Monthly Statistics Report – Enrollment by County, Facility Type, Facility, Shift</u> • NC Head Start – <u>Total 0-5 Children Served</u>



Performance-Based Incentive System (PBIS) Criteria and Standards NCPC Board Approved March 2006

PBIS ID	Criterion	Minimum Standard	High Performing Standard	Data Source
PLA70	Nationally accredited child care programs	12% of children will be enrolled in regulated child care programs ⁷ that are nationally accredited	20% of children will be enrolled in regulated child care programs ⁷ that are nationally accredited	<ul style="list-style-type: none"> National Association for the Education of Young Children (NAEYC) – List of accredited child care centers National Association of Family Child Care (NAFCC) – List of accredited family child care homes DCD Regulatory System – Monthly Statistics Report – Enrollment by County, Facility Type, Facility, Shift Office of School Readiness – Number of Children served in More at Four by county NC Head Start – Total 0-5 Children Served

Early Care and Education – Staff

Goal: Children enrolled in child care facilities that provide a consistent high quality early education program by retaining competent, qualified staff.

Objective: Directors and teachers in regulated child care programs and family child care providers hold an associate’s degree in early childhood education (ECE). Teachers in regulated child care programs are compensated at a rate comparable to public school teacher staffing with equivalent education and education in the county.
Child care centers offer fringe benefit packages that include, but not limited to, employer-paid health insurance and employer-paid sick leave.

Early Care and Education – Staff Education

NOTE: Baseline Year - FY06-07

PBIS ID	Criterion	Minimum Standard	High Performing Standard	Data Source
EDU10	Lead Teacher ⁸ Education (MANDATORY)	60% of children will be enrolled in 1-5 star rated child care centers that have 4 or 5 lead teacher education points ¹¹	35% of children will be enrolled in 1-5 star rated child care centers that have 5 lead teacher education points ¹¹	DCD Regulatory System – Report Name To Be Determined
EDU20	Administrator ⁹ Education ⁹	60% of children will be enrolled in 1-5 star rated child care centers that have 4 or 5 administrator education points ¹¹	35% of children will be enrolled in 1-5 star rated child care centers that have 5 administrator education points ¹¹	DCD Regulatory System – Report Name To Be Determined



Performance-Based Incentive System (PBIS) Criteria and Standards NCPC Board Approved March 2006

PBIS ID	Criterion	Minimum Standard	High Performing Standard	Data Source
EDU30	Family Child Care Provider ¹⁰ Education	60% of children will be enrolled in 1-5 star rated family child care homes that have 4 or 5 education points ¹¹	35% of children will be enrolled in 1-5 star rated family child care homes that have 5 education points ¹¹	DCD Regulatory System – <u>Report Name To Be Determined</u>

Early Care and Education – Teacher Compensation

PBIS ID	Criterion	Minimum Standard	High Performing Standard	Data Source
COMP10	Median Teachers Salaries (MANDATORY)	The median salary plus supplement for teachers with a 2 year degree in ECE or its equivalent ¹² is at least \$8.98 ¹⁴ per hour AND The median salary plus supplement for teachers with a 4 year degree in ECE or its equivalent ¹³ is at least \$11.23 ¹⁴ per hour	The median salary plus supplement for teachers with a 2 year degree in ECE or its equivalent ¹² is at \$9.31 ¹⁴ per hour AND The median salary plus supplement for teachers with a 4 year degree in ECE or its equivalent ¹³ is at least \$12.35 ¹⁴ per hour	To be determined

Early Care and Education – Staff Benefits

PBIS ID	Criterion	Minimum Standard	High Performing Standard	Data Source
BE10	Health Insurance	60% of regulated child care centers provide full or partially paid health insurance	75% of regulated child care centers provide full or partially paid health insurance	Statewide Workforce Study
BE20	Sick Leave	70% of regulated child care centers offer paid sick leave	70% of regulated child care centers offer paid sick leave of at least 6 days per year	Statewide Workforce Study

Early Care and Education – Staff Stability

PBIS ID	Criterion	Minimum Standard	High Performing Standard	Data Source
S10	Stability / Turnover	The turnover rate among staff in regulated child care centers is equal to or less than 25%	The turnover rate among staff in regulated child care centers is equal to or less than 20%	Statewide Workforce Study



Performance-Based Incentive System (PBIS) Criteria and Standards

NCPC Board Approved March 2006

Selecting PBIS Criteria

PBIS Criteria Selection Requirements

PBIS CRITERIA	SHADED AREAS - MANDATORY
FAMILY SUPPORT (must select 1)	
FS10 – Parenting Skills	
FS20 – Family Literacy	
HEALTH	
H10 – Early Intervention for children with or at risk for special needs/disabilities	
H20 – Medicaid-eligible children are enrolled in Health Check and have accessed well child care	
H40 - Dental	
H50 – Infant Mortality	
H60 – Body Mass Index	
H70 – Elevated Lead Levels	
H80 – Child Abuse and Neglect	
EARLY CARE AND EDUCATION – PLACEMENTS	SEE NOTE BELOW
Supply of Placements	
PLA10 – Availability	
PLA20 – Regulated Programs	
PLA30 - % of Low Income in Subsidized Care	
Quality of Placements	
PLA40 – Child Placements	
PLA50 – Subsidized Placements	
PLA60 - Subsidized Placements for Children with Special Needs	
PLA70 – Nationally Accredited Programs	
EARLY CARE AND EDUCATION – STAFF	SEE NOTE BELOW
Staff Education	
EDU10 – Lead Teacher Education	
EDU20 – Administrator Education	
EDU30 – Family Child Care Provider	
Teacher Compensation	
COMP10 – Teacher Median Salary	

Approved by NCPC Board of Directors May 11, 2001
 Clarification Revisions – May 1, 2002, June 30, 2003
 Revisions approved by NCPC Board of Directors, June 12, 2003, September 9, 2004, January 13, 2005, March 16, 2006
 Program and Planning Department rev 06/2006



Performance-Based Incentive System (PBIS) Criteria and Standards NCPC Board Approved March 2006

PBIS CRITERIA	SHADED AREAS - MANDATORY
Staff Benefits	
BE10 – Health Insurance	
BE20 – Sick Leave	
Staff Turnover	
S10 – Stability/Turnover	

NOTE: Select an additional 3 criteria from among the criteria in Early Care and Education: Placements and/or Early Care and Education: Staff.

1. All partnerships re-select PBIS Criteria effective July 1, 2005, based on the revised PBIS Criterion selection requirements above.
2. When a new PBIS criterion becomes available, partnerships can modify their PBIS selections within the area of the new criterion the year following the publication of baseline data. PBIS areas are: 1) Family Support, 2) Health, 3) Early Care and Education: Placements and 4) Early Care and Education: Staff.
3. When partnerships merge, they are given the opportunity to reselect their PBIS Criterion in the fiscal year following their official merger date.



Performance-Based Incentive System (PBIS) Criteria and Standards

NCPC Board Approved March 2006

PBIS Criteria and Standards: Endnotes

¹ *Special Needs/Disabilities Definition for children under 3 years old* – Must have 20% delay in any one of 5 developmental areas (motor, cognitive, language, social-emotional, self-help) OR any 3 risk indicators such as low birth weight, prematurity, maternal substance abuse OR demonstrate atypical development or emotional/behavioral problems AND be assessed or evaluated by an interagency, interdisciplinary team and found to be in need of early intervention.

Special Needs/Disabilities Definition for children 3 - 5 years of age - Must have 30% delay in any one of 5 developmental areas (physical, cognitive, communication, social-emotional, adaptive) OR a 25% delay in any two of the developmental domains listed above OR a documented disability in any of the following categories: autistic, behaviorally-emotionally disabled, deaf-blind, hearing impaired, mentally disabled, multi-handicapped, orthopedically impaired, other health impaired, specific learning disabled, speech-language impaired, traumatic brain injured, and visually impaired.

² Early Intervention Services refers to a group of specific, related services such as multidisciplinary evaluations, child service coordination, speech, physical, or occupational therapy, family training, and early childhood education. The actual numbers and intensity of services varies tremendously and is based on each child's unique needs as documented in an Individualized Family Service Plan (IFSP).

³ Special education is specifically designed instruction, at no cost to the parent, to meet the unique needs of a child with a disability, including classroom instruction, instruction in physical education, home instruction, instruction in hospitals and institutions, and instruction in other settings. The actual numbers and intensity of services varies tremendously and is based on each child's unique needs and current level of performance as documented in an Individualized Education Plan (IEP).

⁴ Goal established by the North Carolina Department of Health and Human Services, Division of Medical Assistance.

⁵ The statewide average in 1999. The Office of Healthy Carolinians used 1999 statewide averages as its base year for establishing North Carolina's 2010 Health Objectives.

⁶ One of North Carolina's 2010 Health Objectives set by the Office of Healthy Carolinians.



Performance-Based Incentive System (PBIS) Criteria and Standards NCPC Board Approved March 2006

⁷PBIS Criteria PLA20 through PLA70 refer to “regulated child care programs.” The definition of “regulated child care programs” varies among these PBIS Criterion. The table below identifies the source and/or type of programs included in the “regulated child care program” for each criterion.

Source and/or Type of Child Care Program	PBIS Criteria					
	PLA20	PLA30	PLA40	PLA50	PLA 60	PLA70
DCD Regulatory System			X	X	X	X
DCD Subsidy Reimbursement System	X	X		X	X	
Smart Start Reporting System	X	X		X	X	
More at Four	X	X	X	X	X	X
Head Start	X	X	X	X	X	X
Title I		X	X	X		
National Association for the Education of Young Children - Accreditation						X
National Association for Family Child Care – Accreditation						X

⁸The current NC child care regulations define “lead teacher” as the person who has primary responsibility for planning and implementing the daily activities for a group of children AND that “each group of children must have someone who meets the lead teacher qualifications with them for 2/3 of the total hours of operation of the program.”

⁹The current NC child care regulations specify that a child care center have an administrator on site on a regular basis.

¹⁰The current NC child care regulations define “family child care provider” as the individual in a regulated family child care home who has the primary responsibility for planning and implementing the daily activities for a group of children.

¹¹ The current NC child care licensing requirements define 4 and 5 education points for Lead Teacher, Administrator and Family Child Care Provider as follows:

Lead teacher education points

- 4 points = 75% of lead teachers in a center have 9+ semester credit hours in early care and education/child development (ECE/CD) AND 2 years experience.
- 5 points = 75% of lead teachers in a center have an A.A.S. degree or higher in ECE/CD OR A.A.S. degree with 12 semester credit hours in ECE/CD AND 2 years experience.



Performance-Based Incentive System (PBIS) Criteria and Standards

NCPC Board Approved March 2006

Administrator education points

- 4 points = Level II North Carolina Early Childhood Administrator Credential (NCECAC) or equivalent AND 2+ years of early childhood experience.
- 5 points = Level III NCECAC or equivalent AND 4+years of early childhood experience.

Family child care provider education points

- 4 points = Completed the North Carolina (NC) Family Child Care Credential AND completed 6 additional semester credits in ECE/CD AND 2 years of full-time early childhood work experience.
- 5 points = Have a A.A.S. or B.A. degree in any major with 12 semester credit hours in ECE/CD AND 2 years of full-time early childhood work experience OR have an A.A.S. or B.A. degree in ECE/CD AND 18 months of full-time early childhood work experience.

¹² 2- year degree in early childhood education equivalencies are:

- BA/BS or Masters degree in early childhood education
- AA/AS, BA/BS or Masters degree in one of the following areas:
 - Child Development
 - Education: elementary, B-K, middle school, special education, art education
 - Human development: family studies, home economics
 - Social work/human services: psychology, sociology, social work, including "community services"
- AA/AS degree AND at least 30 semester credit hours in child development or early childhood education
- BA/BS or Masters degree AND at least 9 semester hours in child development or early childhood education.

¹³ 4-year degree in early childhood education equivalencies are:

- Masters degree in early childhood education
- BA/BS or Masters degree in one of the following areas:
 - Child Development
 - Education: elementary, B-K, middle school, special education, art education
 - Human development: family studies, home economics
 - Social work/human services: psychology, sociology, social work, including "community services"
- BA/BS or Masters degree AND at least 9 semester hours in child development or early childhood education.

¹⁴ These rates were incremented by the Consumer Price Index (CPI) beginning in 2001 bringing the rate current to 2006.