



2023/24 ARPA Professional Development Recruitment Bonus

Requirements Recruitment Bonus - \$500	Date Completed
Director-Teacher Application with Provider Sign Off submitted to ELCIRMO	
Background screening completed	
Completed 120 hours of employment & continued employment at a licensed childcare provider at the time of application and payment	
Submit Required Documents to ELCIRMO	

ELIGIBILITY REQUIREMENTS for the Recruitment Bonus:

- All Early Learning Educators hired on or after July 1, 2023.
- All requirements must be completed between July 1, 2023 and June 30, 2024. Requirements completed prior to July 1, 2023 will not be considered.
- All requirements completed by June 30, 2024.
- Submit required, documented proof that requirements were met with above checklist attached.



2023/24 ARPA Professional Development Health & Safety Bonus

Requirements Health & Safety Bonus - \$700	Date Completed
Director-Teacher Application with Provider Sign Off submitted to ELCIRMO	
DCF 45-hour Health & Safety training completed (<i>Required Courses Below</i>) <ul style="list-style-type: none">• Health Safety and Nutrition (8 hours)• Identifying and Reporting Child Abuse and Neglect (4 hours)• Child Growth and Development (6 hours)• Behavioral Observation and Screening (6 hours)	
Submit Required Documents to ELCIRMO	

ELIGIBILITY REQUIREMENTS for the Health & Safety Bonus:

- All Early Learning Educators hired on or after July 1, 2023.
- All requirements must be completed between July 1, 2023 and June 30, 2024. Requirements completed prior to July 1, 2023 will not be considered.
- All requirements completed by June 30, 2024.
- Submit required, documented proof that requirements were met with above checklist attached.



2023/24 ARPA Professional Development

“Starting Your Teaching Journey” Workshop Series

Requirements “Starting Your Teaching Journey” <i>Stipend amount dependent on number of courses completed</i>	Date Completed
Director-Teacher Application with Provider Sign Off submitted to ELCIRMO	
Workshop #1 Classroom Basics - \$100 <ul style="list-style-type: none"> • <i>Creating and Managing a Predictable Schedule in the Classroom</i> • <i>How to organize your classroom (curriculum, class arrangements, centers, circle time)</i> • <i>Soft mention of Lesson planning, templates, curriculum, and standards</i> 	
Workshop #2 Introduction to CLASS (4 hours) by Teachstone - \$200	
Workshop #3 Classroom Management - \$100 <ul style="list-style-type: none"> • <i>Social Emotional</i> • <i>Calming Corner</i> • <i>Behavior Support</i> 	
Workshop #4 The Art of Professional Conversations - \$100 <ul style="list-style-type: none"> • <i>ASQs and other screening tools</i> • <i>Professional Conversations</i> 	
Workshop #5 How to Obtain Your 45-hours - \$100 <ul style="list-style-type: none"> • <i>Support with DCF courses</i> 	
Submit Required Documents to ELCIRMO	

ELIGIBILITY REQUIREMENTS for the “Starting Your Teaching Journey” Bonus:

- All Early Learning Educators are eligible.
- All requirements must be completed between July 1, 2023 and June 30, 2024. Requirements completed prior to July 1, 2023 will not be considered.
- All requirements completed by June 30, 2024.
- Submit required, documented proof that requirements were met with above checklist attached.



2023/24 ARPA Professional Development

CLASS Group Coaching

Requirements CLASS Group Coaching - \$1200	Date Completed
Director-Teacher Application with Provider Sign Off submitted to ELCIRMO	
CLASS Group Coaching (Infant/Toddler OR PreK) 12 – 2-hour sessions	
Submit Required Documents to ELCIRMO	

ELIGIBILITY REQUIREMENTS for the CLASS Group Coaching Bonus:

- ALL Early Learning Directors and Teachers are eligible to participate.*
- ALL 12 sessions must be completed to be eligible for the bonus.
- Participants who received a stipend for CLASS Group Coaching during the 22/23 fiscal year may not take the same CLASS Group Coaching age level and receive a stipend in the 23/24 fiscal year.
 - Teachers may only apply for the age level they teach.
- If a participant started but did not complete all the CLASS Group Coaching sessions in the 22/23 fiscal year, all 12 sessions must be taken/re-taken and completed between July 1, 2023 and June 30, 2024.
- All requirements must be completed between July 1, 2023 and June 30, 2024. Requirements completed prior to July 1, 2023 will not be considered.
- All requirements completed by June 30, 2024.
- Directors are not required to participate in CGC sessions with staff. However, they are highly encouraged to take any age level they have not yet completed.
- Submit required, documented proof that requirements were met with above checklist attached.



2023/24 ARPA Professional Development Performance Bonus for Teachers

Requirements Performance Bonus - \$500	Date Completed
Director-Teacher Application with Provider Sign Off submitted to ELCIRMO	
Teacher must participate in professional development offered through ARPA Initiatives or ELCIRMO Early Childhood Specialists AND Instructional Support domain score must increase by 0.50 or more. If teacher does not have a previous score, the minimum Instructional Support domain score must be 3.00 or higher.	
Submit Required Documents to ELCIRMO	

ELIGIBILITY REQUIREMENTS for the Performance Bonus for Teachers:

- ALL VPK lead Teachers are eligible to apply.
- The teacher must participate in professional development offered through ARPA Initiatives or ELCIRMO Early Childhood Specialists between July 1, 2023 and June 30, 2024.
- The stipend is only provided for 0.50 growth in or a 3.00 or higher score in the Instructional Support Domain.
- All requirements completed by June 30, 2024.
- Participant must submit CLASS Assessment Report Detail and above checklist to ELCIRMO by June 30, 2024 to receive the stipend.



2023/24 ARPA Professional Development CLASS Observer Director and Teacher

Requirements	Completion Date
CLASS Observer - \$800 for course completion, Additional \$400 for successful reliability testing (Directors may complete up to 2 courses. Teachers may complete the training for the age level they teach.)	
Director-Teacher Application with Provider Sign Off submitted to ELCIRMO	
CLASS Observer Training - Infant	
CLASS Observer Training - Toddler	
CLASS Observer Training - PreK	
Submit Required Documents to ELCIRMO	

ELIGIBILITY REQUIREMENTS for the CLASS Observer Bonus:

- **Contracted** SR and/or VPK directors and teachers are eligible to participate.
- All requirements must be completed between July 1, 2023 and June 30, 2024. Requirements completed prior to July 1, 2023 will not be considered.
- Directors may complete all age levels. Stipends will be paid out for up to 2 age levels.
- Teachers may complete the course for the age level they teach.
- Not eligible to retake if the Director or Teacher received a stipend in the 22/23 fiscal year. Directors that completed 1 or 2 CLASS Observer courses in 22/23 may complete the remaining course(s) in 23/24.
- All requirements completed by June 30, 2024.
- Submit required, documented proof that requirements were met with above checklist attached.



2023/24 ARPA Professional Development CLASS Observer Recertification

Requirements	Completion Date
CLASS Observer Recertification - \$125 Reimbursement	
Director-Teacher Application with Provider Sign Off submitted to ELCIRMO	
CLASS Observer Recertification – Infant <ul style="list-style-type: none"> • Certificate • Receipt for purchase of \$125 recertification 	
CLASS Observer Recertification – Toddler <ul style="list-style-type: none"> • Certificate • Receipt for purchase of \$125 recertification 	
CLASS Observer Recertification – PreK <ul style="list-style-type: none"> • Certificate • Receipt for purchase of \$125 recertification 	
Submit Required Documents to ELCIRMO	

ELIGIBILITY REQUIREMENTS for the CLASS Observer Recertification Reimbursement:

- Directors who completed the CLASS Observer course **AND** successfully passed the reliability test in the 22/23 FY are eligible to participate. Directors may be reimbursed for any age level recertification successfully passed.
- Recertification must be completed between July 1, 2023 through June 30, 2024.
- Directors are responsible for purchasing the recertification through the TeachStone website and will be reimbursed upon submission of required documents.
- All requirements completed by June 30, 2024.
- Submit required, documented proof that requirements were met with above checklist attached.



2023/24 ARPA Professional Development Expand Your Center Grant

Requirements	Completion Date
Expand Your Center Grant – up to \$30,000 Will cover equipment and materials to help the site add classroom(s) – equipment and materials may include but is not limited to cribs, desks, classroom supplies, changing tables, and chairs	
Expand Your Center Application submitted to ELCIRMO by Provider	
Infant Classroom (*priority given)	
Toddler Classroom	
PreK Classroom	
Submit Required Documents to ELCIRMO	

ELIGIBILITY REQUIREMENTS for Expand Your Center Grant:

- **Contracted** SR and/or VPK Programs **with a CLASS Score of 5.00 or higher** are eligible to participate.
- Must be an existing space within your facility.
- All requirements must be completed between July 1, 2023 and June 30, 2024. Requirements completed prior to July 1, 2023 will not be considered.
- All requirements completed by June 30, 2024.
- Submit required, documented proof that requirements were met with above checklist attached.



2023/24 ARPA Professional Development Curriculum Reimbursement

Requirements Curriculum Reimbursement	Completion Date
Curriculum Application submitted to ELCIRMO by Provider	
Approved Infant Curriculum Purchased	
Infant Curriculum Training by Publisher	
Approved Toddler Curriculum Purchased	
Toddler Curriculum Training by Publisher	
Approved PreK Curriculum Purchased	
PreK Curriculum Training by Publisher	
Submit Required Documents to ELCIRMO	

ELIGIBILITY REQUIREMENTS for Curriculum Reimbursement:

- **Contracted** SR and/or VPK Programs are eligible to participate.
- **Must be a DEL approved curriculum for purchase.**
- Training on curriculum must be provided by Publisher to all Directors and Teachers of the age level the curriculum applies to.
- All requirements must be completed between July 1, 2023 and June 30, 2024. Requirements completed prior to July 1, 2023 will not be considered.
- All requirements completed by June 30, 2024.
- Submit required, documented proof that requirements were met with above checklist attached.



2023/24 ARPA Professional Development CPR Training Reimbursement

Requirements CPR Training Reimbursement	Completion Date
CPR Application submitted to ELCIRMO by Provider	
CPR Training Cost Invoice/Receipt & Certificate(s)	
Submit required documents to ELCIRMO	

ELIGIBILITY REQUIREMENTS for CPR Training Reimbursement:

- **Contracted** SR and/or VPK Programs are eligible to participate.
- All requirements must be completed between July 1, 2023 and June 30, 2024. Requirements completed prior to July 1, 2023 will not be considered.
- All requirements completed by June 30, 2024.
- Provider is responsible for scheduling staff CPR training.
- CPR Training will be reimbursed up to the Red Cross Fee Schedule.
<https://www.redwhitebluecpr.com/classes-and-pricing>
- Submit required, documented proof that requirements were met with above checklist attached.



2023/24 ARPA Professional Development Continuous Quality Improvement Grant

Requirements	Completion Date
Continuous Quality Improvement Grant – Up to \$19,800	
Continuous Quality Improvement Application submitted to ELCIRMO by Provider	
Program must provide a minimum of 24 hours of training time including live coaching, live instruction, virtual instruction, individual and group instruction, and other competency-based skill development exercises.	
The director must participate in the training along with 75% of educational staff.	
Funds can be used to cover any program costs, including compensating employees for their training time.	
IMPORTANT: Must work directly with a Coach/Quality Specialist from ELCIRMO to develop and implement your plan.	
Submit required documents to ELCIRMO	

ELIGIBILITY REQUIREMENTS for the Continuous Quality Improvement Grant:

- **Contracted** SR and/or VPK providers may apply for a grant of up to \$19,800 to develop/implement a program to strengthen practices that support effective interactions, strengthen business and leadership practices, support child assessment and screening with reliability, or other local priorities.
- Providers may not use previous CQI Grant Application from 22/23 Fiscal Year.
- At least 75% of educational staff must participate in the 24-hour training. (i.e., teachers, directors, coaches, floaters, etc.).
- All requirements must be completed between July 1, 2023 and June 30, 2024. Requirements completed prior to July 1, 2023 will not be considered.
- All requirements completed by June 30, 2024.
- Submit required, documented proof that requirements were met with CQI Completion Form.