



Supporting home visiting professionals

**PEYS**

Performance and Education Yield Success

# PERFORMANCE AND EDUCATION YIELD SUCCESS

A partnership between Iowa AEYC  
and Iowa Department of Public Health-MIECHV

Administered by

**iaaeyc**

Iowa Association for the  
Education of Young Children

# CONTENTS

- 3 Eligibility
- 4 Compensation & Education
- 5 PAEYS Information
- 6 Information for Eligible Supervisors
- 7 Frequently Asked Questions

## What is PAEYS?

PAEYS stands for Performance and Education Yield Success and is a project that provides education-based salary supplements to the family support workforce employed by a MIECHV or HOPES HFI-funded site in Iowa. The project is designed to increase employee retention, education, performance and compensation.



# ELIGIBILITY

An individual must work at least 10 hours per week funded by MIECHV or HOPES HFI (.25 FTE) and maintain a caseload of at least three families. Any family support professional meeting these criteria (or supervising a family support professional meeting these criteria) in a MIECHV or HOPES HFI-funded site in Iowa may be eligible. The recipient must also have a level of education that appears on the PAEYS supplement scale. Please contact a PAEYS counselor at Iowa AEYC for more information about specific eligibility requirements or visit our website for more information:

[www.iowaaeyc.org/paeyc.cfm](http://www.iowaaeyc.org/paeyc.cfm)

In order to qualify, individuals must:

- Work at a MIECHV or HOPES HFI site in Iowa, for a minimum of 90 days
- Work a minimum of 10 hours per week
- Have one of the education levels listed on the scale (from regionally accredited schools)
- Remain employed and be meeting established performance benchmarks on a quarterly basis
  - 85% of required data points for the quarter must be complete and submitted on time to meet the threshold for payment
  - For supervisors, data will be assessed at the program level, not individual data

# COMPENSATION & EDUCATION

Salary supplement amounts are tied to the participant's level of education. Checks are issued every three months (quarterly). The amount received will reflect time worked during the three-month period and successful completion of individual performance benchmarks. Eligible individuals will receive between \$400 and \$1,600 annually.

LEVEL	EDUCATION REQUIRED	ANNUAL SUPPLEMENT
4	Role-Related Master's Degree** Master's Degree plus or including: <ul style="list-style-type: none"> <li>• Minimum of 12 Early Childhood college credits</li> <li>• Infant and Early Childhood Mental Health Certificate</li> <li>• Completion of the Institute for the Advancement of Family Support Professionals Modules plus 9 EC-related credits</li> </ul>	\$1600
3	Role-Related Bachelor's Degree or Higher** Bachelor's Degree plus or including: <ul style="list-style-type: none"> <li>• Minimum of 12 Early Childhood college credits</li> <li>• Infant and Early Childhood Mental Health Certificate</li> <li>• Completion of the Institute for the Advancement of Family Support Professionals Modules plus 9 EC-related credits</li> </ul>	\$1200
2*	Bachelor's Degree with less than 12 Early Childhood credits	\$800
1*	In progress toward Bachelor's Degree	\$400

*\*Temporary Levels*

*\*\* Role-related degrees may include, but are not limited to, Child/Family Services, Family Studies, Health/Human Services, Nursing and Social Work.*

# PAEYS INFORMATION

## TEMPORARY LEVELS

**Level 1 Participants:** Must be actively taking part in the T.E.A.C.H. scholarship program to work toward appropriate BA degree to continue earning supplements at this level annually.

**Level 2 Participants:** After issuance of first supplement check at this level, individuals have two years (8 quarters) to complete one of the following and advance to Level 3. If additional education is not obtained, participant will be dropped from the program until necessary education is earned.

- BA Degree or higher with at least 12 Early Childhood college credits
- Infant and Early Childhood Mental Health Certificate
- Completion of the Institute for the Advancement of Family Support Professionals Modules plus 9 Early Childhood-related credits

## EARNING A HIGHER SUPPLEMENT

PAEYS participants at Levels 1 & 2 can increase their supplement amounts by gaining more education. Iowa AEYC and the T.E.A.C.H. Early Childhood® IOWA program offer scholarships to family support professionals who want to earn college credits toward related credentials or degrees. **Contact T.E.A.C.H. Early Childhood® IOWA (515-331-8000 or [teach@iowaaeyc.org](mailto:teach@iowaaeyc.org)) for more information.**

Participants are encouraged to send PAEYS an updated transcript after completion of any formal coursework so staff can determine the highest possible award. Level 3 participants can move to a Level 4 by obtaining a MA degree with the help of T.E.A.C.H. Early Childhood® IOWA.

# INFORMATION FOR ELIGIBLE SUPERVISORS

In order for supervisors to receive quarterly supplement they must:

- Meet established performance benchmarks on a quarterly basis at the agency level
- Meet established performance benchmarks on a quarterly basis for personal data (if applicable)
- Complete one approved module on the Institute for the Advancement of Family Support Professionals each quarter



# FAQS

## **What do I have to do to get started on PAEYS?**

Complete an application and provide proof of college education earned.

## **How are supplements received?**

Checks are typically sent to eligible participants on a quarterly basis, following verification of employment and successful completion of benchmarks, as confirmed by the Iowa Department of Public Health.

## **Do I have to pay taxes on the supplement I receive?**

Yes, because the salary supplement is income. Participants will receive an IRS-1099 form at the end of the year if they received \$600 or more from Iowa AEYC during the calendar year. Recipients are responsible for reporting and paying personal income taxes due.

# APPLY NOW



APPLICATION

Contact a  
PAEYS Counselor

**(515) 331-8000**

**[info@iowaaeyc.org](mailto:info@iowaaeyc.org)**

visit us

**[iowaaeyc.org/paeyc.cfm](http://iowaaeyc.org/paeyc.cfm)**

Iowa Association for the Education of Young Children  
5525 Meredith Dr.  
Des Moines, IA 50310