



Supporting home visiting professionals

**PEYS**

Performance and Education Yield Success

# PERFORMANCE AND EDUCATION YIELD SUCCESS

A partnership between Iowa AEYC  
and Iowa Department of Health and Human  
Services-MIECHV

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**iaaeyc**

Administered by  
Iowa Association for the  
Education of Young Children

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## 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/programs/teach/family-support-model/paeyc](http://www.iowaaeyc.org/programs/teach/family-support-model/paeyc)

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 \$1,600 and \$4,700 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>	\$4700
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>	\$4500
2*	Meets level two criteria and is also progressing towards level three.	\$3100
2	<ul style="list-style-type: none"> <li>• Unrelated bachelor's degree with less than 12 Early Childhood credits</li> <li>• Associate Degree including 12 Early Childhood credits</li> </ul>	\$2700
1*	Meets level one criteria and is also progressing towards level two.	\$1600
1	Completion of the National Family Support Certification exam and appropriately trained in service delivery model	\$1200

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

# PAEYS INFORMATION

## Level 1 and Level 2 Participants:

Participants on Level 1 or Level 2 who are actively working towards a college degree can earn additional dollars. This can be done by submitting proof of current coursework each quarter. With proof of coursework a participant can be a Level 1\* or a Level 2\* on the PAEYS supplement scale.

- It is the responsibility of the participant to notify PAEYS about current education

## EARNING A HIGHER SUPPLEMENT

PAEYS participants at lower levels 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



Contact a  
PAEYS Counselor

**(515) 331-8000**

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

visit us

**[iowaaeyc.org/programs/teach/family-  
support-model/paeyc](http://iowaaeyc.org/programs/teach/family-support-model/paeyc)**

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