

How to Use the Stipend Management Feature

Roles that Have Access: Funder Admin, Stipend Manager, Stipend Approver

This instruction sheet serves as an overall guide to HUBBE's Stipend Management feature to manage all county ECE Workforce stipends, combining the stipend preparation work and all steps of the stipend management process in one resource. We will explain how to prepare for stipend management, including an overview of the record and the roles that need to be assigned to manage the stipend tracks, and then how to set up a new stipend track and manage staff progress. The Stipend Management feature can only be accessed by the roles "Funder Admin," "Stipend Manager," and "Stipend Approver."

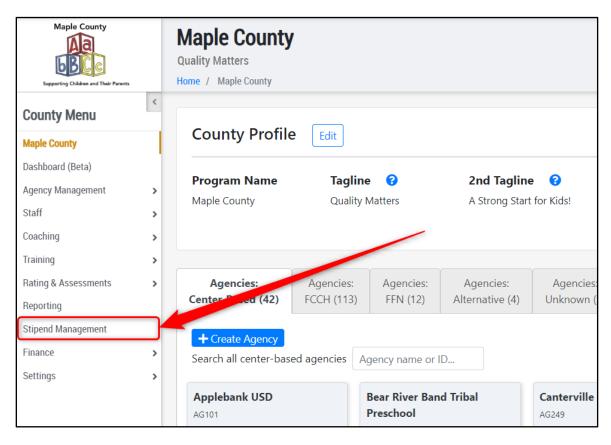
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Navigating to Stipend Management

The Stipend Management Feature can be accessed within the "County Menu" on the left-hand side of your screen.



Two roles were specially created for this feature, "Stipend Manager" and "Stipend Approver."

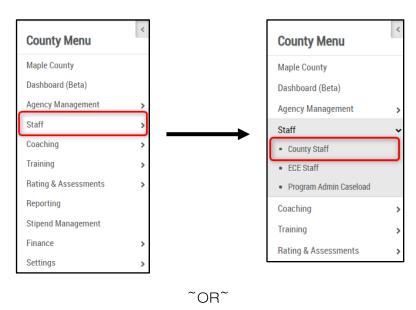
- You would assign the "Stipend Manager" role to the person in your organization who is responsible for managing the stipends for your county/consortia. The "Stipend Manager" role will have access to stipend budgets and marking stipends as paid. This role grants high level permission and access to the assigned staff. Responsibilities in HUBBE include creating a stipend track, assigning staff to stipend tracks, and caseloading staff participants to Stipend Approvers.
- The "Stipend Approver" role does not have as much access as a "Stipend Manager" role. The "Stipend Approver" role cannot mark things paid nor can this role establish stipend budgets, having no influence over the monetary part of stipends. Additionally, a "Stipend Approver" cannot edit parts of the stipend, such as the instructions, details, and requirements. However, this role revolves around managing participating ECE workforce members in their stipend tracks. Responsibilities in HUBBE include assigning their caseloaded staff to stipend tracks and monitoring the staff's progress, including approving completed stipend requirements.

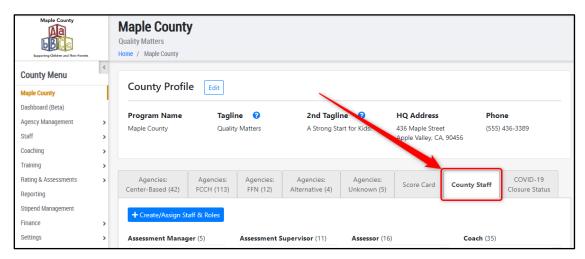
<u>Note</u>: The reason we gave the "Stipend Approver" the ability to assign staff to a stipend track is because they can deal closely with ECE staff in deciding the best stipends for them and managing their progress within those stipends.

Assigning Stipend Management Roles

The stipend process starts with assigning the "Stipend Manager" and "Stipend Approver" roles. The role "Funder Admin" has complete access to the stipend features, so there is no need for Funder Admins to additionally assign themselves the Stipend Manager role to manage and view data.

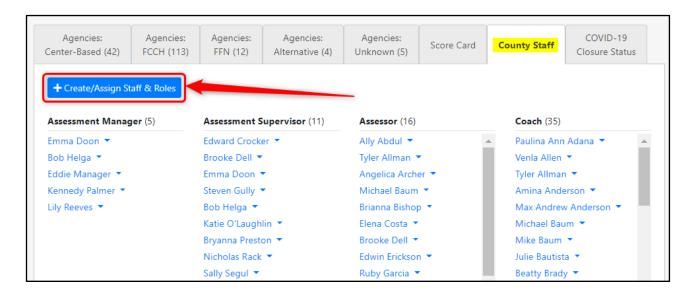
Similar to assigning any other role inside of HUBBE, you must first create a QRIS staff record. There are two ways to create a county staff record: First, you can click on the "Staff" drop-down menu on the left-hand "County Menu", and click on "County Staff"; second, you can click on the "County Staff" tab located on the county record. If you need help creating a QRIS staff record, please reference Instruction Sheet 103 "How to Create a County (QRIS) Staff Record, Log-In Credential, and Assign a County (QRIS) Role". You can find this instruction sheet and other tutorials by clicking on the "Instructions and Training Videos" link located under the "Help" drop-down menu at the top right corner of your screen.



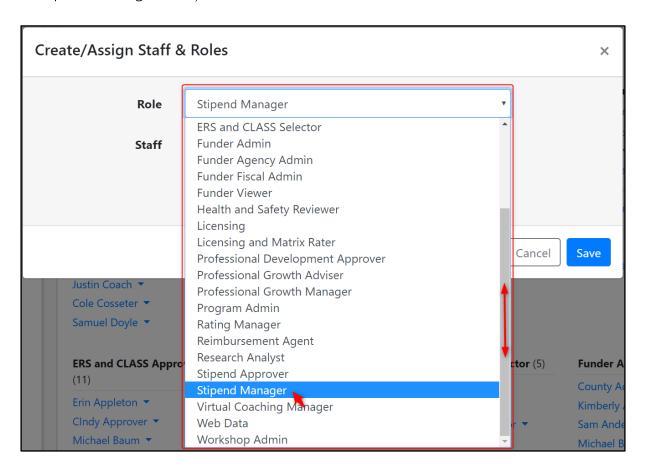


<u>Note</u>: Both of the options described above allow you to <u>create a staff record</u>. To <u>assign a role</u> to the new or existing staff record, such as the role of "Stipend Manager" or "Stipend Approver," you must navigate to the "County Staff" tab on the county home page, i.e., the second option pictured above.

Click on the blue "Create/Assign Staff & Roles" button in the "Count Staff" tab on the county record.

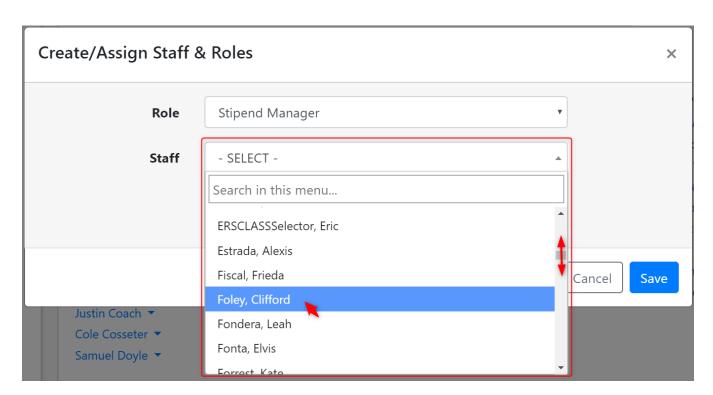


Click on the "Role" drop-down menu and select "Stipend Manager" or "Stipend Approver" (The process for assigning both roles is identical, so the screenshots will only feature the assignment of the "Stipend Manager" role).



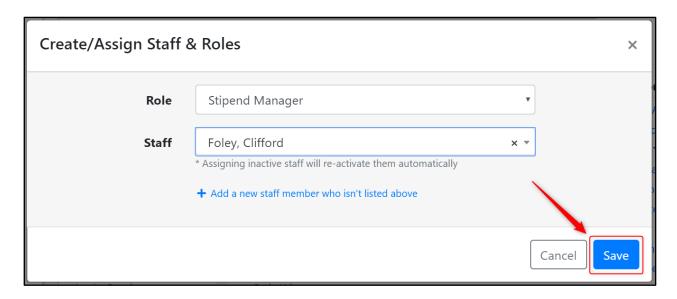
<u>Note:</u> The roles are listed in alphabetical order. You must scroll down the drop-down list of roles to locate "Stipend Manager."

Click on the "Staff" drop-down menu and select the staff member that you would like to assign the role to.



<u>Note:</u> The staff are listed in alphabetical order by last name. Similar to roles, you can scroll, or simply type the name of the staff member that you want to assign the role to in the search field.

Once you've selected the appropriate role and staff member, click "Save." The role, along with its associated data access, will now be assigned to that staff member.



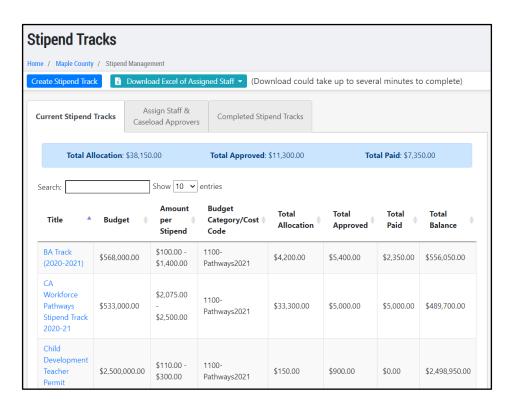
To assign a staff member to the "Stipend Approver" role, repeat steps 1-4 above, but select "Stipend Approver" as the role in Step 2, rather than "Stipend Manager."

Overview of the Stipend Management Record

To begin the Stipend Management process, click on the "Stipend Management" menu item in the "County Menu" on the left-hand side of your screen.



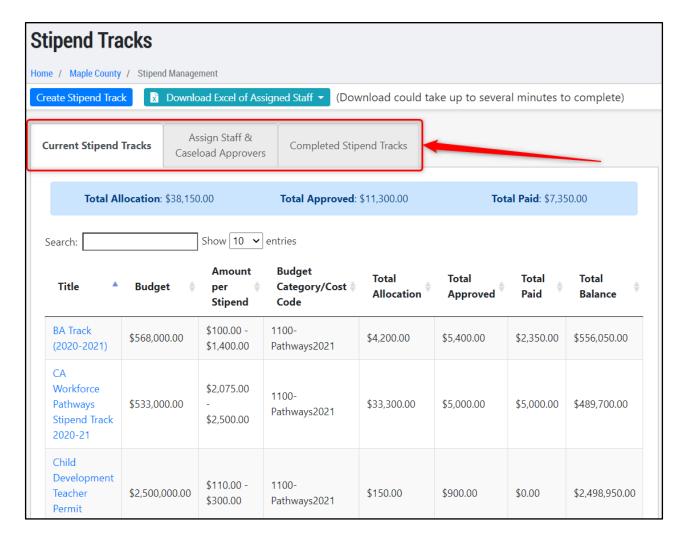
You will land on the "Stipend Tracks" record. This page is the landing page for the role "Stipend Manager." In other words, you as a "Funder Admin" will be viewing the same page as the "Stipend Manager" for your county/consortia. As mentioned, the role "Stipend Manager" has the same access and permission for managing stipends as does the role "Funder Admin."



At the top of the record, you will notice a blue "Create Stipend Track" button. This is where you can create a new stipend track, as explained later in this instruction sheet. The "Download Excel of Assigned Staff" button displays a drop-down menu when clicked, allowing you to download an Excel list of all the staff members assigned a *current* or *completed* stipend track.

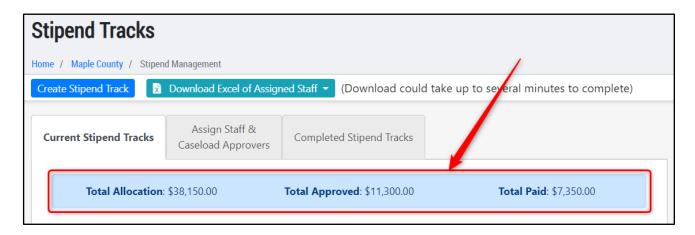


The Stipend Tracks record is organized to bring you all the stipend information for your county/consortia. This record will display three tabs: "Current Stipend Tracks," "Assign Staff & Caseload Approvers," and "Completed Stipend Tracks."

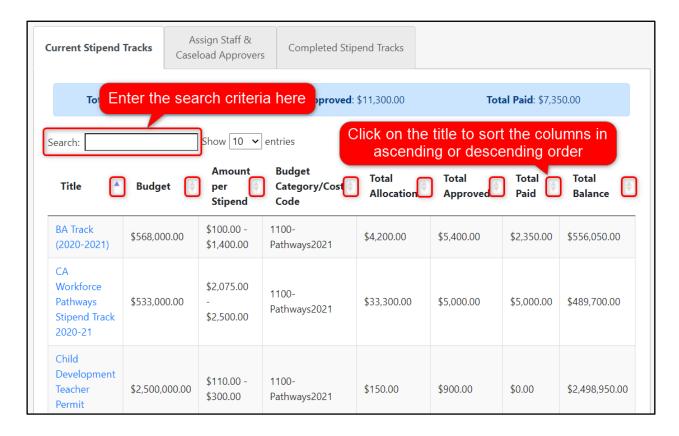


Current Stipend Tracks

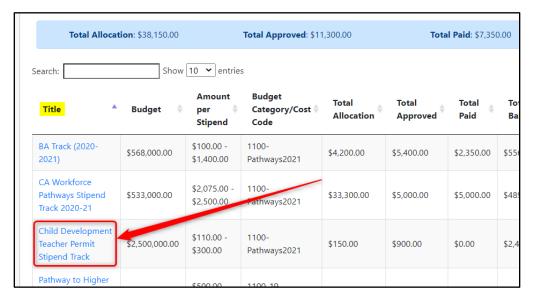
The "Current Stipend Tracks" grid provides you with high level information about each of the stipend tracks that are currently in progress, meaning it is within the dates of the stipend. The blue ribbon on the top of the tab displays total amounts for all the stipend tracks setup in your county/consortia. HUBBE will calculate the math for you and will automatically update the dollar amounts as you, and your staff create new stipend tracks and approve stipend requirements. This feature is designed to help your stipend team manage the stipend tracks and budget efficiently.



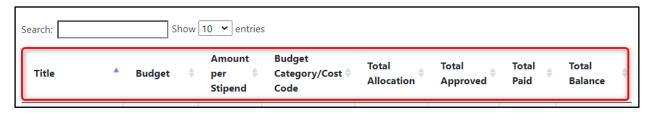
You can sort the grid in ascending and descending order by clicking on the column headers. The grid also has a "Search" feature that allows you to search by title.



To view a stipend track, click on the "Title." You will be led to the Stipend Track's record where you can manage the stipend.



As your stipend management team creates stipends, they will display in the "Current Stipend Tracks" grid. We will provide you with a description of each column in the grid below.

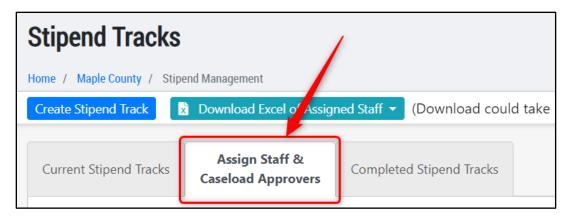


- Title The name of the stipend track will be displayed in this column. Click the title to navigate into the stipend track.
- Budget The "Budget" column displays the budget established for each stipend created.
- Amount per Stipend The "Amount per Stipend" allows anyone who participates in a specific stipend to see their eligibility amount.
- Budget Category/Cost Code This column serves to help you organize stipends so you can search/filter easily for certain budget categories or cost codes.
- Total Allocation As you work inside of HUBBE and mark stipends available to staff inside of the system, the data system is going to keep track of the total allocation amount in the "Total Allocation" column. This column keeps track of the amount you are committing or potentially committing to avoid the possibility of overextending any of the tracks. The dollar amount displayed in this column is based on the staff that have been accepted to participate in the stipend and who are enrolled in the program, as well as the requirements within the stipend that the staff member will be pursuing.
- **Total Approved** The "Total Approved" column displays the people who met the requirements and are ready to get paid.
- Total Paid The "Total Paid" column shows the amount paid to the participants who met the stipend requirements.
- Total Balance This column displays the remaining stipend budget for each stipend track. The amount displayed is the "Budget" minus the collective amount in the "Total Allocation," "Total Approved," and "Total Paid" columns.

Assign Staff & Caseload Approvers

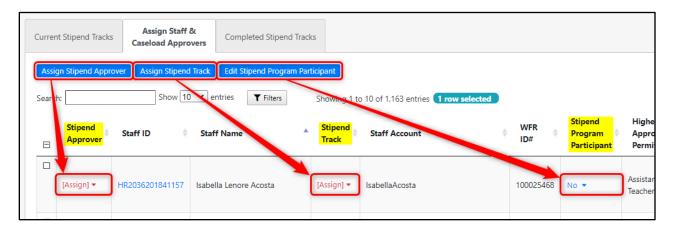
The "Assign Staff & Caseload Approvers" tab is intended to provide you with an easily accessible place to do just that: assign ECE staff to stipends and caseload Stipend Approvers with ECE staff.

Funder Admins and Stipend Managers can perform both of these tasks in this tab. Stipend Approvers also have the ability to assign staff to stipend tracks, so as the Funder Admin or Stipend Manager, you may want to use this tab to caseload the Stipend Approvers their ECE staff caseload. By organizing the stipend record like this, we have given you the option of caseloading Stipend Approvers to their ECE staff before the staff is placed in a stipend track, giving the Stipend Approver the flexibility to work with their caseloaded staff to determine which stipends are right for them before they are assigned stipend tracks.

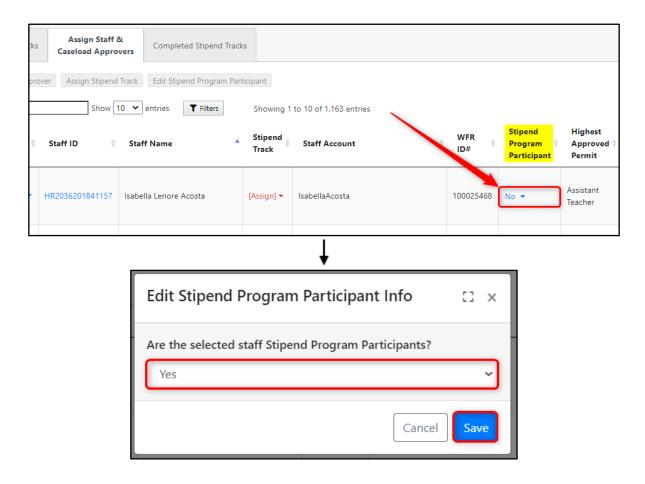


There are three actions that you can make within the grid. Each of these actions can be made by clicking the cell within the staff member's row in the grid on an individual-basis, OR for multiple staff at one time by selecting the staff in the grid and then clicking the desired action button near the top of the tab.

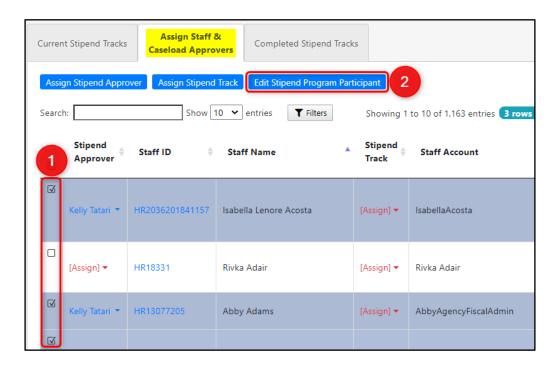
- "Assign Stipend Approver" Assign Stipend Approvers their ECE staff caseload (explained later).
- "Assign Stipend Track" Assign ECE staff to stipend tracks (explained later).
- "Edit Stipend Program Participant" Indicate whether the staff member is a stipend program participant, which will make it easier to manage the workforce participating in county stipend programs. Any changes made here will be automatically updated in the staff's record.



To edit the "Stipend Program Participant" field, simply click on the "Yes" or "No" displayed in that staff member's cell. In the pop-up modal that appears, select "Yes" if the staff member is a participant of "No" if they are not. Then click "Save."

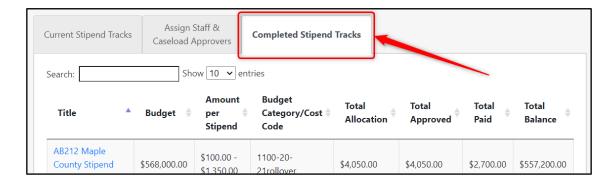


If you would like to edit this field for multiple staff members at one time, select the staff members in the grid and then click the blue "Edit Stipend Program Participant" button. The same pop-up modal will appear and upon clicking "Save," all selected staff members will display the updated information.

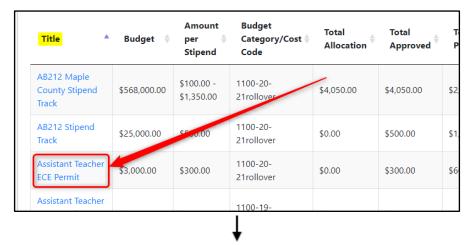


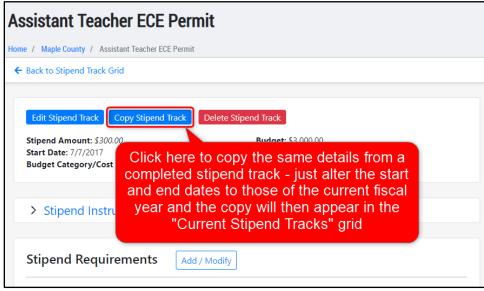
Completed Stipend Tracks

The "Completed Stipend Tracks" grid displays stipend tracks that have ended, which means the date range that the stipend was available has ended.



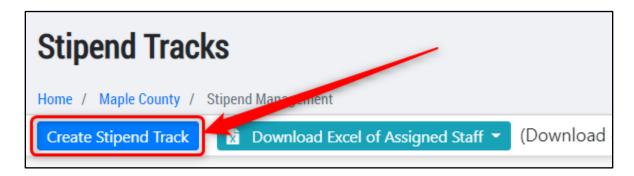
You can view information on a stipend track by clicking on a title (*reference the image below*). You will be able to view information, requirements, and staff that completed the stipend track. You also have the ability to copy a stipend track from previous years, making it easier to roll over recurring stipends year-to-year. The copied stipend track will then appear in the "Current Stipend Tracks" grid.



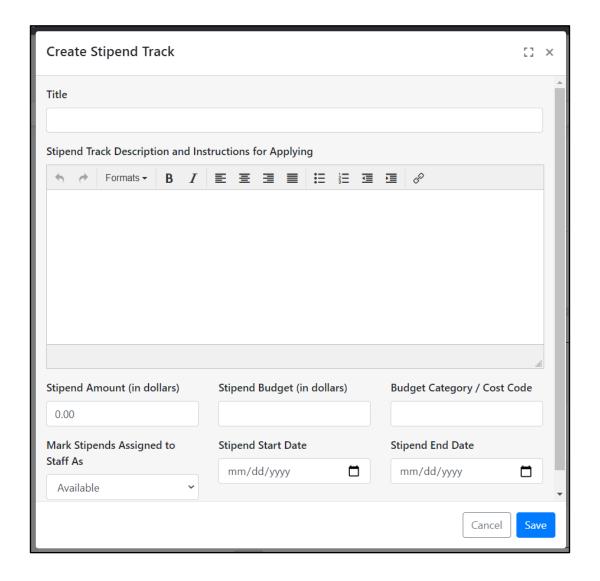


Creating a Stipend Track

When you are ready to create a stipend program for your county/consortia, click on the "Create Stipend Track" button.



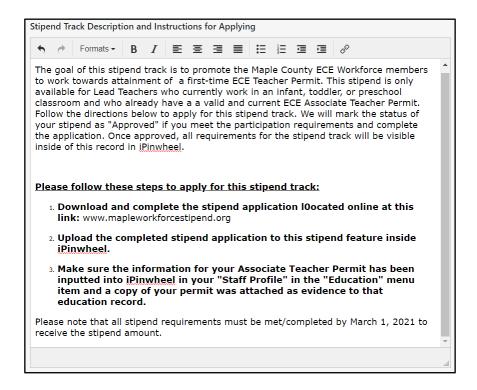
The image below shows the modal that will appear when you're creating a new stipend program. This modal and the information fields are used for the initial set-up of the stipend track.



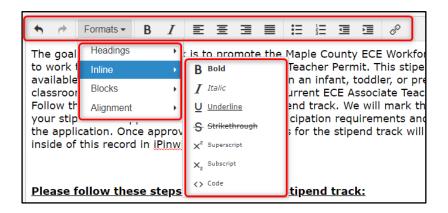
The "Title" text field is where you write the name of the stipend program.



The "Stipend Track Description and Instructions for Applying" text box is where you put the description of the stipend track and instructions for applying. This text box is meant to replace a flyer advertising the stipend program, which is why the space is so large. In this field, you should describe the stipend program and give detailed information on how to apply for the track. There is a separate place in this feature where you input the stipend track requirements. This will be discussed later in the instruction sheet. However, you can describe the requirements here, as well as a general overview.



<u>Note:</u> The "Stipend Track Description and Instructions for Applying" text box offers a toolbar feature that allows you to design the format of your narrative. The image below shows some of the options you have to customize the appearance of your description and instructions.



The roles "Stipend Manager" and "FunderAdmin" can establish the stipend amount in dollars. Write the stipend amount that will be awarded to those who meet the stipend requirements in this field.



The roles "Stipend Manager" and "FunderAdmin" can also establish the stipend budget in dollars. In this field, you record the budget for the stipend program you are creating.



The "Budget Category/Cost Code" field can be used to label that stipend according to the budget category or cost code that can be used to search for stipends in the grid.

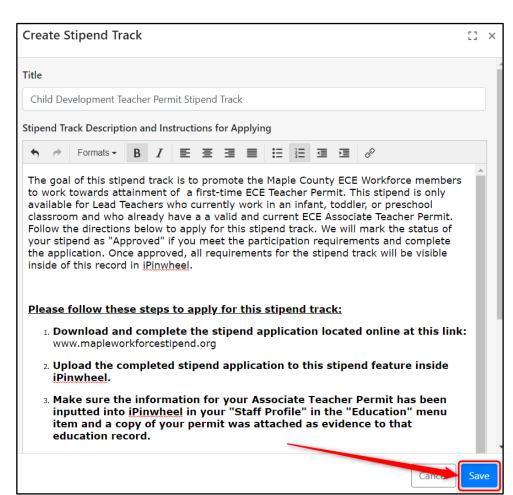


The "Mark Stipends Assigned to Staff As" field enables you to mark the stipend track as "Available" or "Applied." If you already know the ECE workforce members who are participating in the stipend track, mark it as "Applied." This saves you from going through the application process. If you are starting a new stipend, mark this field as "Available." This means that you would want the ECE workforce members to go through the application process before they are approved to participate. This status impacts what the workforce sees when they log-in to HUBBE.



Enter the "Stipend Start Date" and the "Stipend End Date." Once staff members are assigned to the stipend, it will be available to them from their HUBBE accounts during the span of time reflected in the dates entered here.

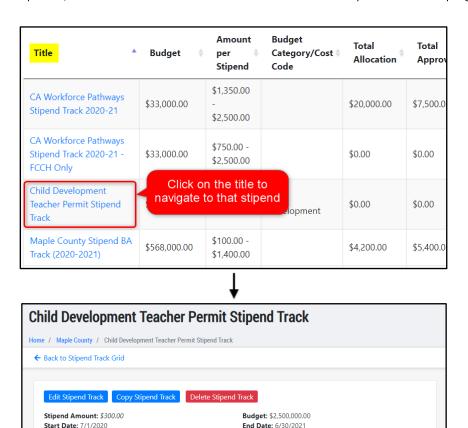




After clicking "Save," you will then see this new stipend track listed in the "Current Stipend Tracks" grid at the top of the page.



To manage this stipend, click on the title. You will be led to the "Stipend Track" page.



The first card on the stipend page displays high-level details about the stipend, including the stipend amount, budget, start and end dates, and the budget category/cost code. Within this card, Funder Admins and Stipend Managers can edit, copy, or delete the stipend. To edit the stipend, click the "Edit Stipend Track" button and in the modal that appears, update the information and then click "Save."

Add / Modify

Budget Category/Cost Code: Child Development

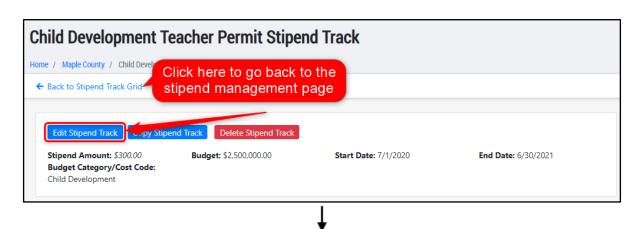
Stipend Progress

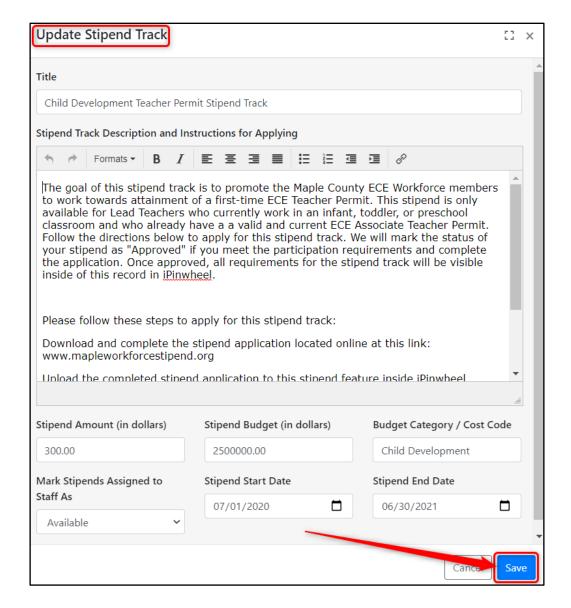
> Stipend Instructions

Stipend Requirements

Assigned Staff

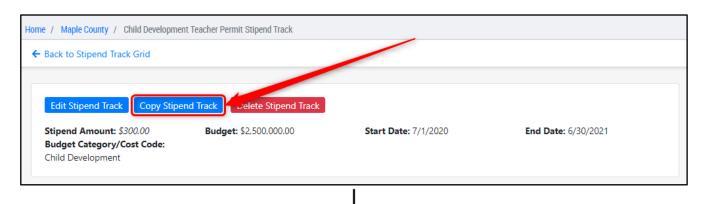
Stipends

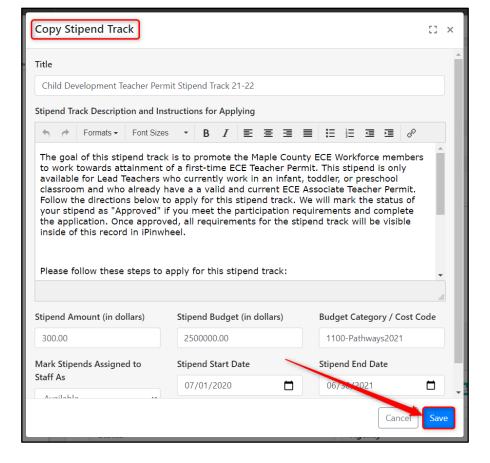




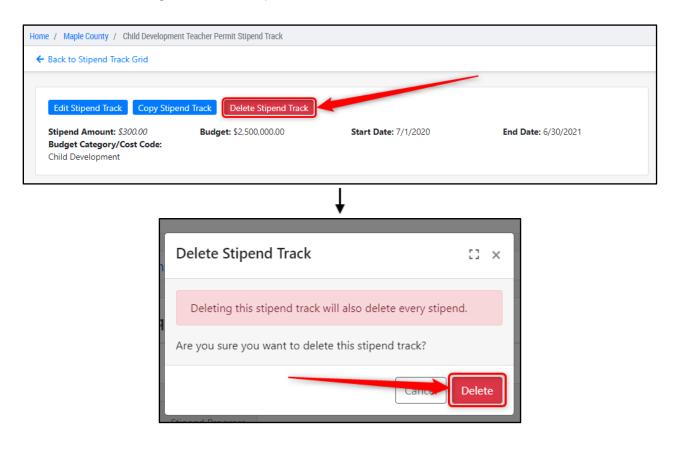
To make a copy of the stipend, which will then exist as its own stipend in the "Stipend Management" grid, click the "Copy Stipend Track" button. In the modal that appears, edit any information you would like to change, such as the title, and then click "Save." We recommend you enter/change the year of the stipend in the title to differentiate it easily in the grid. You can then find this stipend in the "Current Stipend Tracks" grid.

This feature assists users with managing stipend programs that occur on a regular basis (i.e., annually).

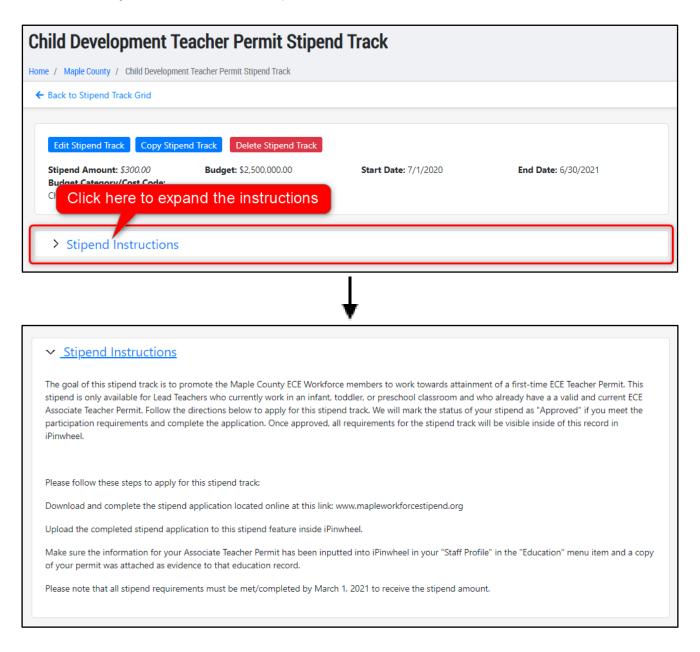




To delete the stipend, click the "Delete Stipend Track" button. A confirmation modal will appear, click "Delete." By deleting a stipend track, you will be deleting every stipend within it, so use caution when choosing to delete a stipend track.



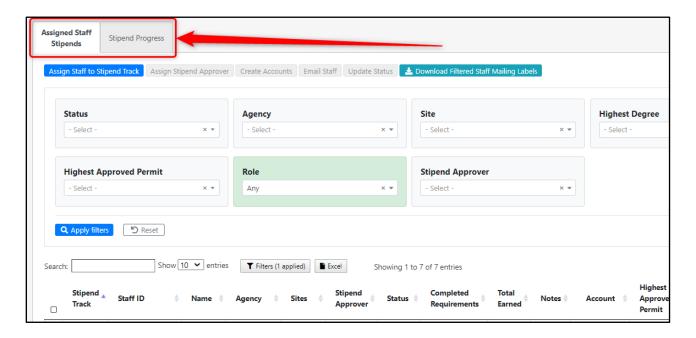
The next card on the stipend track page is "Stipend Instruction." The instructions will be hidden from view until you click the words "Stipend Instructions."



Below the instructions, you will see the "Stipend Requirements" section. This card will remain empty until you add a requirement. Please <u>refer to the next section</u> to learn how to add a requirement.



At the bottom of the stipend track page, you will see two tabs: "Assigned Staff Stipends" and "Stipend Progress." The "Assigned Staff Stipends" section features many buttons and filters that will be outlined in this instruction sheet.



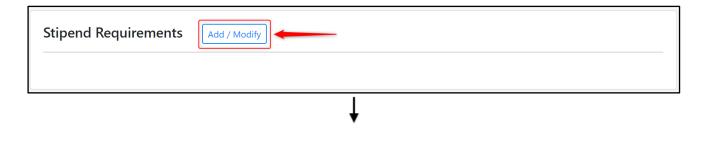
Both the grids will be empty since the stipend track was just created. As soon as you create requirements and assign staff to the stipend program the grids will display data. The instruction sheet will walk you through the requirements and assigning process.

Creating Stipend Requirements

The next step is to set-up the stipend requirements.

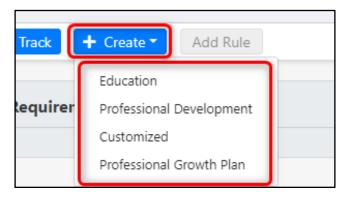
Stipend tracks can be set-up with different types of requirements. This space is where you will establish the various requirements for your track. There are several different options here.

When you set-up requirements you will go to the "Stipend Requirements" section on the "Stipend Track" page. This section has a grid that displays the requirement(s) for the stipend. Since requirements have not yet been established for this stipend track, nothing displays in the grid. Click "Add/Modify" to create a new stipend requirement.





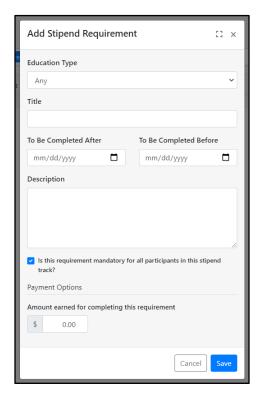
Once you click "Create" the "Type of Requirement" drop-down menu will appear. There are four types to choose from: "Education," "Professional Development," "Customized," and "Professional Growth Plan." Each requirement type has different field options. This instruction sheet will walk you through the process of setting-up all four requirements types.



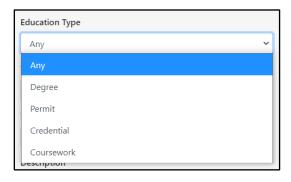
To create an educational requirement, select "Education" from the drop-down menu.



A modal titled "Add Stipend Requirement" will appear.



Choose the "Education Type" from the list that the drop-down menu provides. This will be the type of education that a staff member must obtain in order to fulfill the stipend requirement. Your selection in this field will populate your options in the following field.

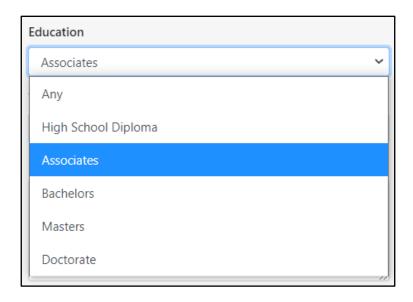


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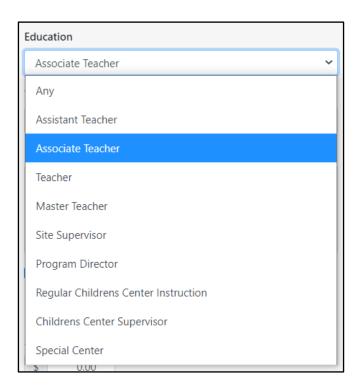
If you selected "<u>Any</u>" in the previous field, this field will be titled, "Title" in which you enter the name of the education type. This allows for greater freedom in your educational requirements outside of what is pre-populated in the system.



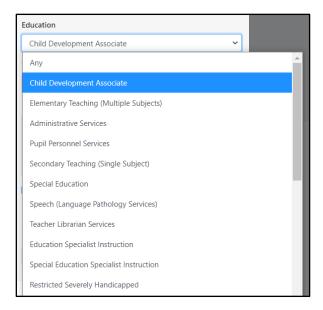
If you selected "<u>Degree</u>" in the previous field, this field will be titled, "Education" and you can select one of the degrees populated in the drop-down menu.



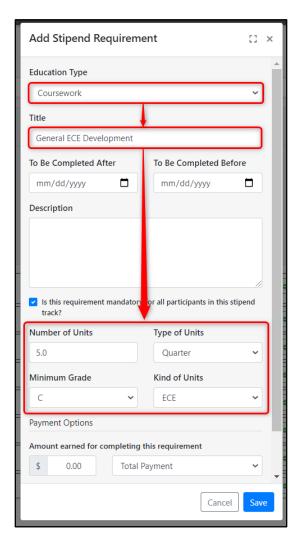
If you selected "<u>Permit</u>" in the previous field, this field will be titled, "Education" and you can select one of the permits populated in the drop-down menu.



If you selected "<u>Credential</u>" in the previous field, this field will be titled, "Education" and you can select one of the credentials populated in the drop-down menu.



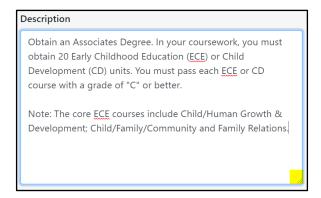
If you selected "<u>Coursework</u>" in the previous field, this field will be titled, "Title" in which you enter the name of the coursework. You will also notice four (4) additional fields appear in this modal upon selecting "Coursework" in the first field: Number of Units, Type of Units, Minimum Grade, and Kind of Units.



Use the next two fields to establish a time box for the stipend track. These dates will be used to automate credit for educational milestones achieved. In the example below, if a teacher permit was achieved in 2018 it would not earn credit for this stipend track.



Write the stipend requirement description in the "Description" field.

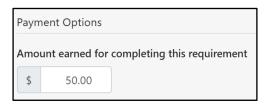


<u>Note:</u> You can expand the text box by dragging the expanding tool located on the bottom right corner.

Select the checkbox below the description field if you would like to make this requirement mandatory for all participants in the stipend track. If not, un-check the box.



Enter the dollar amount earned for completing this requirement.



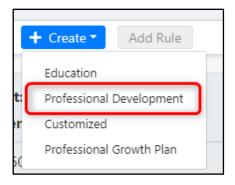
Click "Save."



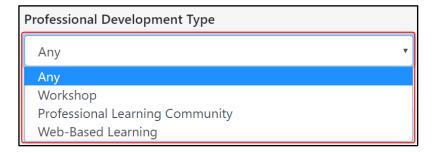
Professional Development Requirement

"Professional Development" is another type of stipend requirement. The set-up page is similar to the "Education" requirement; however, some of the fields differ.

Click the "Create" button and select "Professional Development" from the drop-down menu.



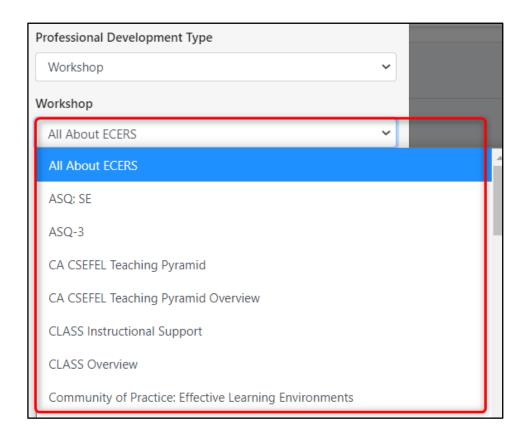
Choose the "Professional Development Type" from the list that the drop-down menu provides. There are three different kinds of professional development activities inside of HUBBE, each having identical fields. Selecting "Any" means that any of the three types of Professional Development will count for the Professional Development requirement.



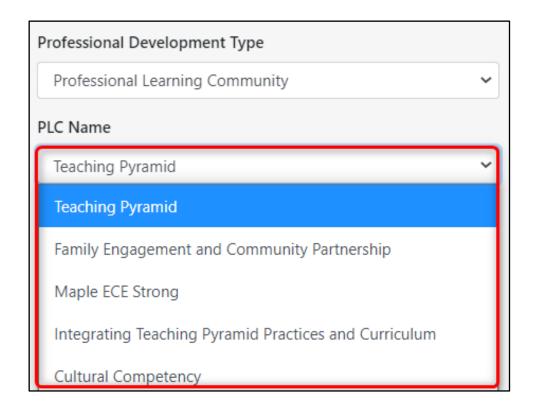
If you selected "<u>Any</u>" in the previous field, this field will be titled, "Title" in which you enter the name of the professional development type. You will also notice two (2) additional fields appear in this modal upon selecting "Any" in the first field: Hours and Minutes.



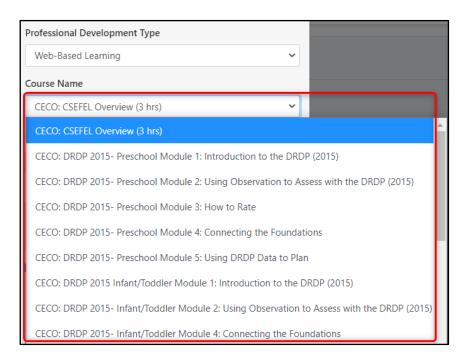
If you selected "<u>Workshop</u>" in the previous field, this field will be titled, "Workshop" and you can select one of the workshops populated in the drop-down menu.



If you selected "<u>Professional Learning Community</u>" (PLC) in the previous field, this field will be titled, "PLC Name" and you can select one of the PLCs populated in the drop-down menu.



If you selected "Web-Based Learning" (PLC) in the previous field, this field will be titled, "Course Name" and you can select one of the web-based courses populated in the drop-down menu.



Note: The drop-down lists displayed for Workshops, Professional Learning Communities (PLC), and Web-Based Learning are completely customizable by your county/consortia. Click into "Customize Training" on the county menu under "Training" to navigate to the record where you can add or delete titles for your workshops, PLCs, or web-based courses. Please reference Instruction Sheet 114, "How to Customize Training" to access details and instructions.

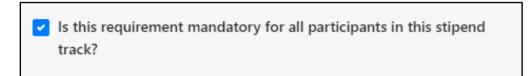
Use the two fields to establish a time box for the stipend track. Credit will be given only for workshops that were attended and approved within the time box. Using the dates below, as an example, the staff would only get credit for workshops they attend after July 1st and before June 30th.



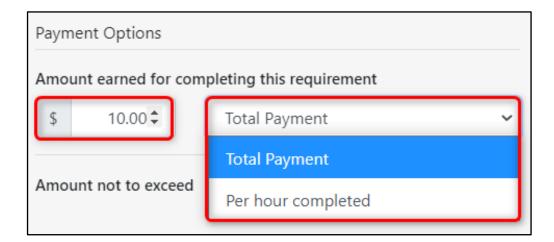
Write in the description of the Professional Development event or series of events/activities that people of the track need to complete.



Select the checkbox below the description field if you would like to make this requirement mandatory for all participants in the stipend track. If not, un-check the box.



Enter the dollar amount earned for completing this requirement, and select whether this amount will be the total payment, or the payment "Per hour completed."



The "Amount not to exceed" condition below only applies if you chose the "Per hour completed" payment option. Enter the dollar amount here, to limit the payment to a certain dollar amount.

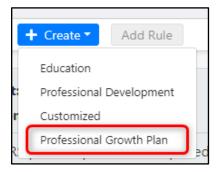


Click "Save."



Professional Growth Plan Requirement

Click the "Create" button and select "Professional Growth Plan" from the drop-down menu.



The "Professional Growth Plan Requirement" modal looks a little different than the other professional development requirements. A "Professional Growth Plan" is typically a part of California's AB212 Staff Retention Program. "Professional Growth Plans" are the documentation that is due to the state of California when staff either earn their ECE permit for the first time or if they want to renew it.

Choose the "Professional Growth Type" from the list that the drop-down menu provides. The "Create Professional Growth Plan" option will give the staff the opportunity to complete any Professional Growth Plan in the stipend time period. The "Create Professional Growth Plan Activity" option allows you to select the specific action that the staff must complete (or have already completed), such as meeting the professional growth plan advisor.

Steps 3-8 will show you how to complete the requirement when you have selected the "Create Professional Growth Plan" option. Steps 9-15 will show you how to complete the requirement when you have selected the "Create Professional Growth Plan Activity" option.



The dates to complete the Professional Growth Plan requirement will be automatically populated with the period of time that the stipend is available. These cannot be changed, unless you change the dates for the whole stipend track.

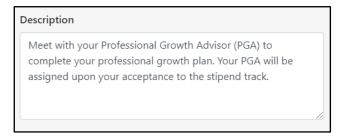
This Professional Growth Plan Requirement must be started by **7/1/2020** and completed by **6/30/2021**.

4 En

Enter the title of the professional growth plan requirement.



In the "Description" box, write a description of the professional growth plan requirement, how to complete it, etc. The description you write in this field should be detailed and lists the step(s) necessary for completing the requirement.



Select the checkbox below the description field if you would like to make this requirement mandatory for all participants in the stipend track. If not, un-check the box.



T Enter the dollar amount earned for completing this requirement

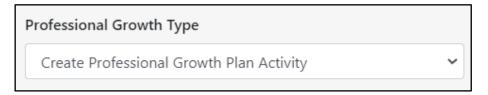


Click "Save."

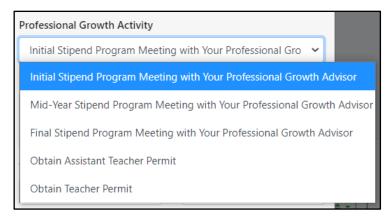


As soon as you have a "Professional Growth Plan" as part of your requirements, HUBBE will look for a completed "Professional Growth Plan" in order to give credit for that particular one. We will revisit this later in the instruction sheet.

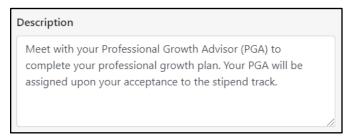
If you would like to select "Create Professional Growth Plan Activity" as the Professional Growth Type, this allows you to select the specific action that the staff must complete (or have already completed) from a list of activities that are created in the "Customized Coaching" page of HUBBE. To learn how to manage the Professional Growth Plan Activities, please refer to the instruction sheet titled, "How to Customize Coaching."



Select the Professional Growth Activity from the drop-down menu.



In the "Description" box, write a description of the professional growth plan activity requirement, how to complete it, etc. The description you write in this field should be detailed and lists the step(s) necessary for completing the requirement.



Use the two fields to establish a time box for the stipend track. Credit will be given only for activities that were completed within the time box. Using the dates below, as an example, the staff would only get credit for activities they complete after July 1st and before June 30th.

To Be Completed After	To Be Completed Before
07/01/2020	06/30/2021

Select the checkbox below the description field if you would like to make this requirement mandatory for all participants in the stipend track. If not, un-check the box.



1 4 Enter the dollar amount earned for completing this requirement.

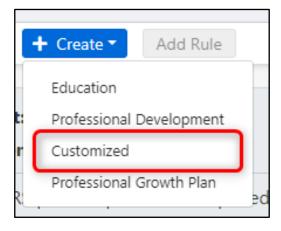


15 Click "Save."

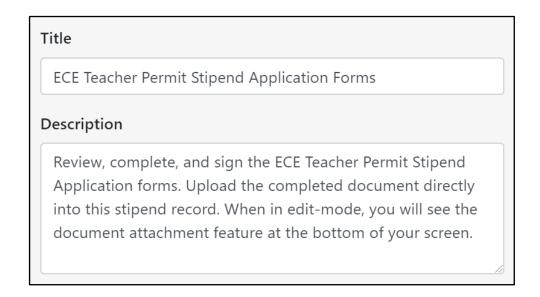


A "Customized" requirement would be anything that isn't data driven or a requirement that doesn't live inside of HUBBE. For example, turning in an application would be considered a "Customized" requirement.

Click the "Create" button and select "Customized" from the drop-down menu.



This type of requirement only has a "Title" and "Description" field. In the "Description" box, write a detailed description of the requirement and list the step(s) necessary for completing the requirement.



Select the checkbox below the description field if you would like to make this requirement mandatory for all participants in the stipend track. If not, un-check the box.



Enter the dollar amount earned for completing this requirement

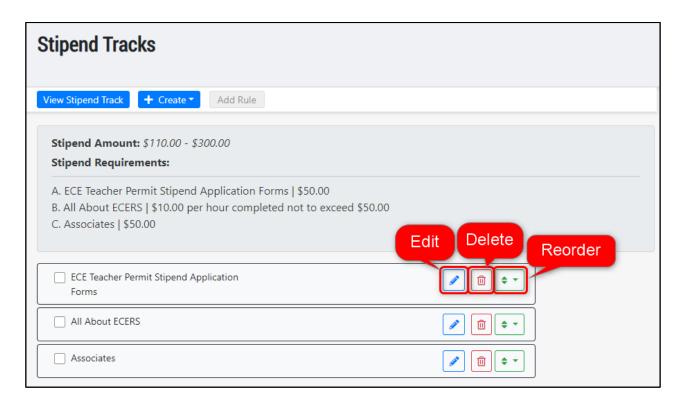


Click "Save."

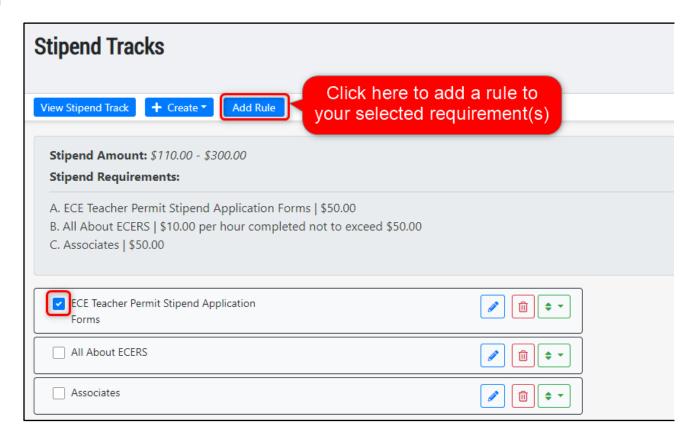


Adding Rules to Stipend Requirements

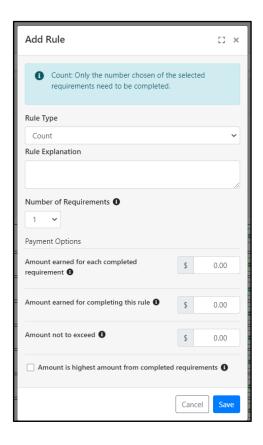
Once you've created your "Stipend Requirements" you can edit, delete, and reorder them.



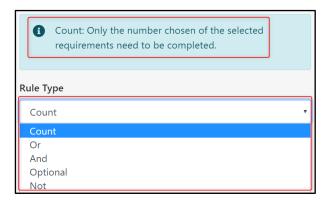
To add a rule, you must select the requirements that you wish to add the rule(s) to.



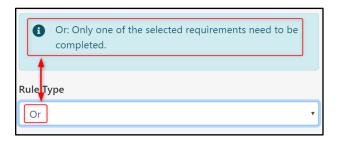
A modal will appear. Enter any applicable information for the rule you want to create regarding the stipend requirement.



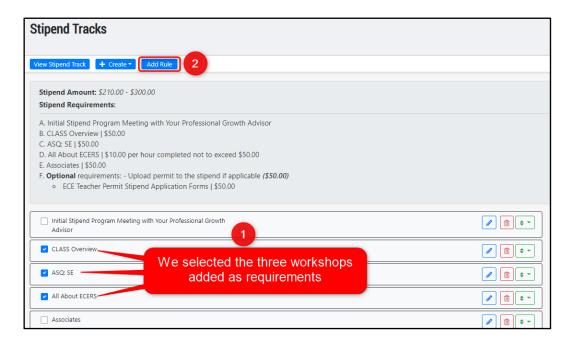
The first field indicates the rule type. Choose what type of rule you want to apply to the stipend requirement. The blue information field at the top of the modal explains the meaning of each rule type. We will also provide a brief explanation of each rule type below.



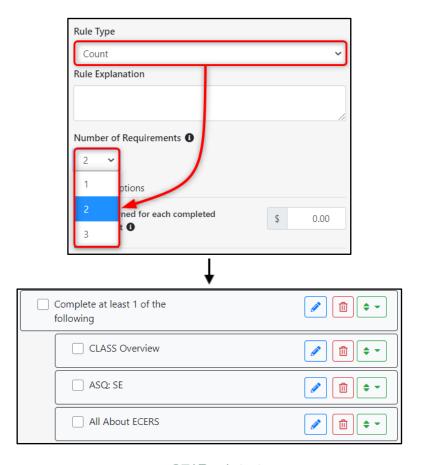
Note: When you choose a different rule type, the blue information field will update to the corresponding explanation.



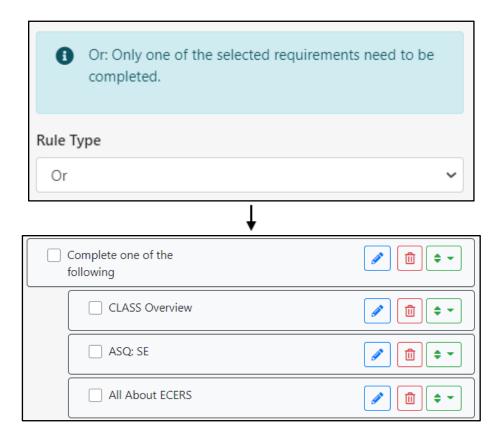
For the purposes of this instruction sheet, we will select the three workshops that we have added as requirements for the stipend track. We will then apply each rule type to explain the various rules you can choose to apply to your requirements.



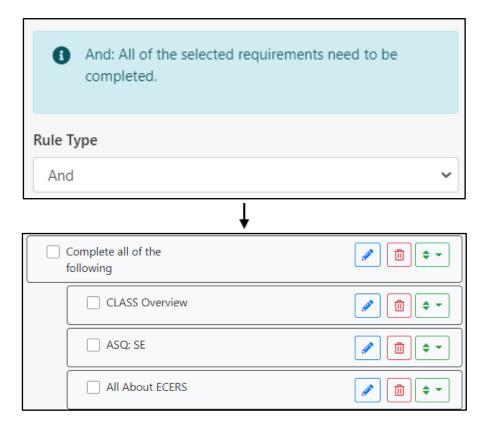
<u>Count</u>: If you would like to apply the "Count" rule type, this means that you will require the participants to complete a certain minimum number of the three workshops selected based on the number you select in the "Number of Requirements" field. You can choose to require a minimum completion of only **one** of the three workshops by selecting "1," or maybe you'd like to require a minimum completion of any **two** of the three workshops by selecting "2."



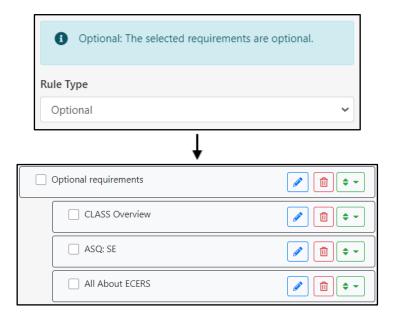
<u>Or</u>: If you would like to apply the "Or" rule type, this means that you will require the participants to complete only **one** of three workshops (*i.e., this one, this one, OR this one*).



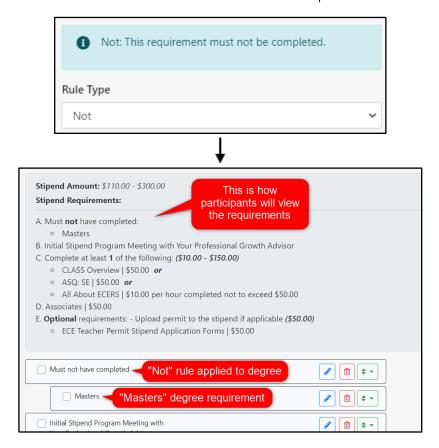
<u>And</u>: If you would like to apply the "And" rule type, this means that you will require the participants to complete all three of the workshops (i.e., this one, this one, AND this one).



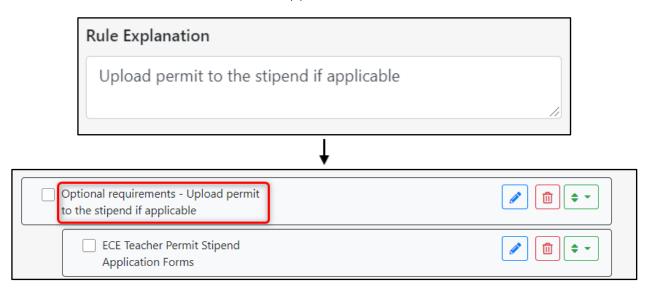
<u>Optional</u>: If you would like to apply the "Optional" rule type, this means that you will not require the participants to complete any of the three workshops if desired, as they are only optional. The participants will have the *choice* to complete any of the three workshops or not.



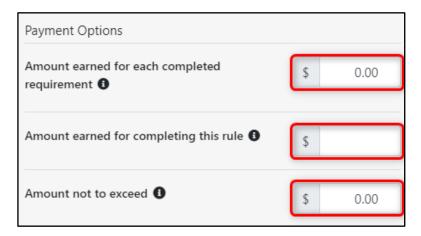
Not: The "Not" rule essentially works to prevent participants with certain criteria from completing the stipend. For example, if you don't want staff members who have received a Master's degree to participate in the stipend, you can add a "Master's Degree" education requirement and then apply a "Not" rule to that degree requirement. This translates to express: If you have completed a Master's degree, you cannot participate in this stipend; in other words: you cannot have completed a Master's degree to complete this stipend. Alternatively, you cannot invite staff with a Master's to the stipend.



In the "Rule Explanation" text-box, enter a description of the rule to help staff members better understand the rule. This text will appear next to the rule title.



Enter the payment options for completing the stipend requirement. The payment options listed on your screen may differ from the image below depending on the "Rule Type" you selected in step #2.



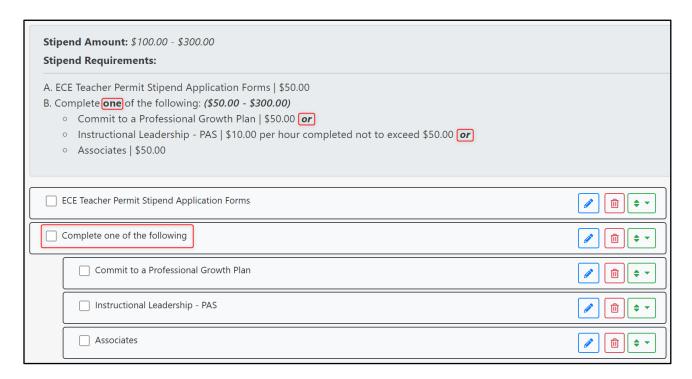
If there are multiple requirements, you may check the box at the bottom of the modal to make the payment amount equal to the highest amount from completed requirements, if applicable.



5 Click "Save."



Once you click save, your rule will be applied to the list of Stipend Requirements.



After you set-up the requirements for your stipend track, all that is left to do is:

- 1. Assign Stipend Approvers their ECE staff caseload. The Stipend Approver can assign their caseloaded staff to the stipends they determine to join and then manage the staff's progress within those stipend tracks.
- 2. (Optional) Assign ECE staff to the stipend track. Funder Admins, Stipend Managers, and Stipend Approvers all have permission to assign staff to stipends. Funder Admins and Stipend Managers can choose to delegate this responsibility to the Stipend Approver or choose to assign staff to stipends themselves. Please note, however, that all roles can assign staff to stipends and this is simply a preference of position responsibilities at your county.

The following sections will show you how to assign Stipend Approvers and assign ECE staff to stipend tracks.

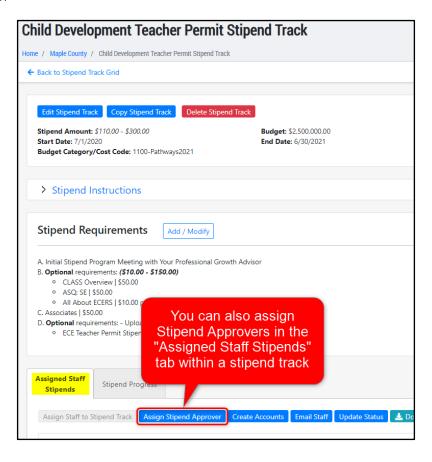
Assigning Stipend Approvers

A Stipend Approver will be assigned a caseload of ECE staff. The role will act as a case manager for their caseload staff, assigning staff to stipend tracks and then reviewing and approving the stipend requirements that a staff member completes. The Stipend Approver role does not have the ability to edit the details of the stipend track, such as budgeting, but does have functionality within the "Assigned Staff Stipends" and "Stipend Progress" grids, such as creating staff accounts, emailing participating staff, updating the status of the stipend for each participating staff, and approving completed requirements for each staff caseloaded to them.

The Funder Admin and Stipend Manager roles can assign Stipend Approvers from the "Assign Staff & Caseload Approvers" tab on the Stipend Tracks landing page.

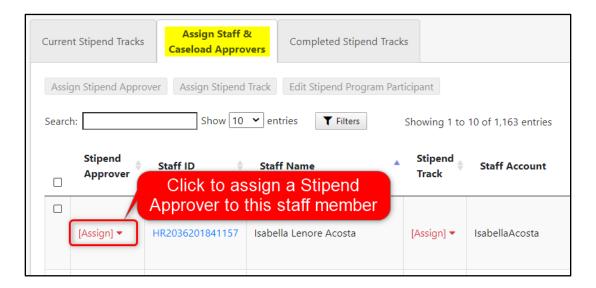


Stipend Approvers can also be assigned from the "Assigned Staff Stipends" grid within a stipend track. This way to caseload Stipend Approvers will be reviewed after the first method mentioned above.

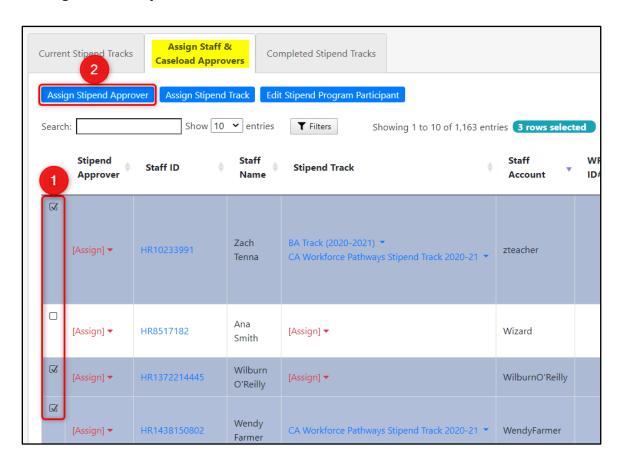


Within the "Assign Staff & Caseload Approvers" tab, you have the ability to assign a Stipend Approver to one staff member at a time or to multiple staff members at one time. The "[Assign]" in red font is used to indicate that a Stipend Approver has not yet been assigned to the staff member.

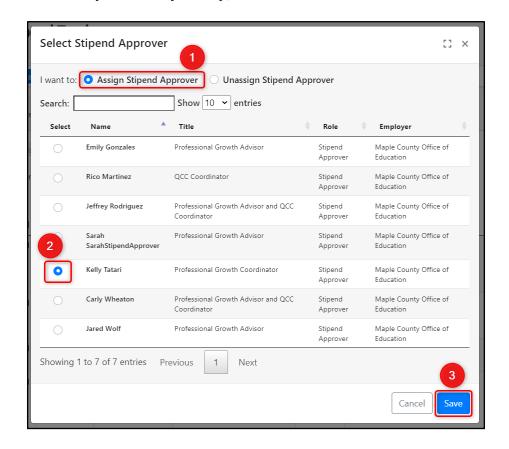
<u>Individually</u> - To assign a Stipend Approver to one staff member, click on "[Assign]" in the "Stipend Approver" column for that staff member.



<u>Multiple at one time</u> - You can also assign the same Stipend Approver to many staff members at one time. First select all the staff members in the grid and then click the blue "Edit Stipend Program Participant" button at the top of the tab. Note: The Stipend Approver selected will be the one assigned to every staff member selected.

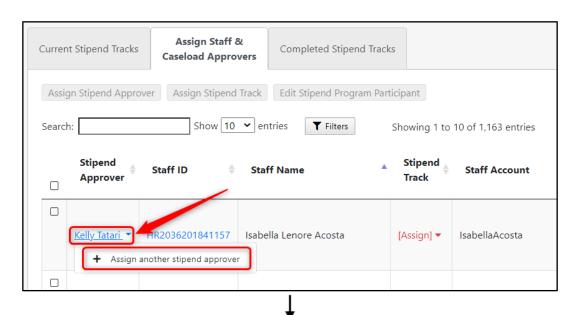


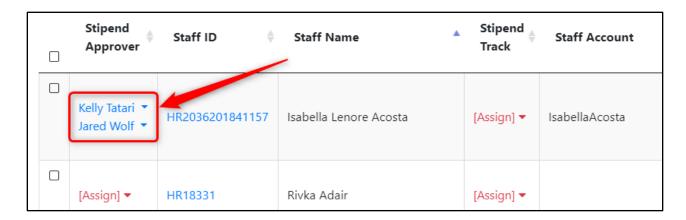
In the pop-up modal that appears, select "Assign Stipend Approver" at the top. Then select one of the Stipend Approvers listed. This modal will include all staff that have been assigned the Stipend Approver role at your county. Lastly, click "Save."



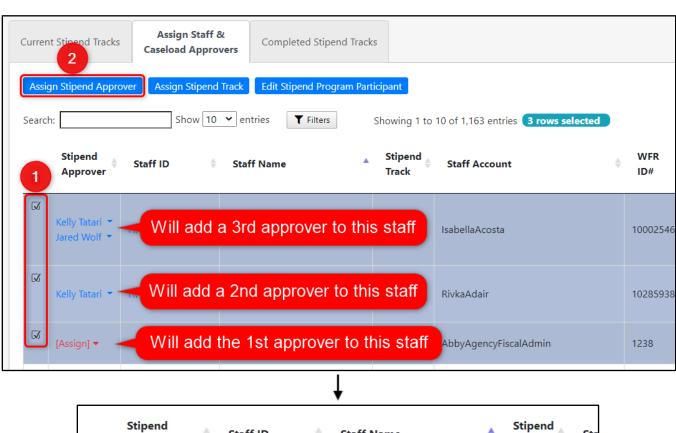
You can assign more than one Stipend Approver to an ECE staff member. You will simply follow the same steps as before either individually or multiple at one time.

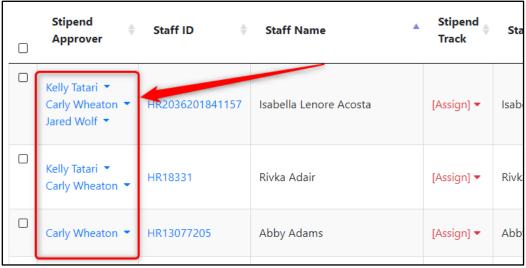
<u>Individually</u> - Rather than on clicking "[Assign]" you will be clicking on any Stipend Approver's name in that staff member's cell. In the drop-down menu that appears, click "+Assign another stipend approver." The same pop-up modal will appear where you select an additional stipend approver and then click "Save."



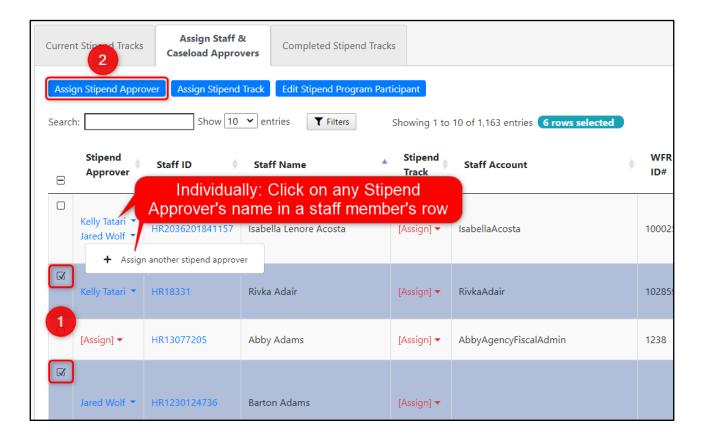


<u>Multiple at one time</u> - Select all staff members you'd like to assign the same approver to in the grid, then click the blue "Assign Stipend Approver" button. The same pop-up modal will appear where you select an additional stipend approver and then click "Save."





If you would like to <u>remove a Stipend Approver</u>, click on any individual Stipend Approver's name in a staff member's row or select multiple staff members in the grid (which are the same starting points described above to assign a Stipend Approver individually or multiple staff members at one time).

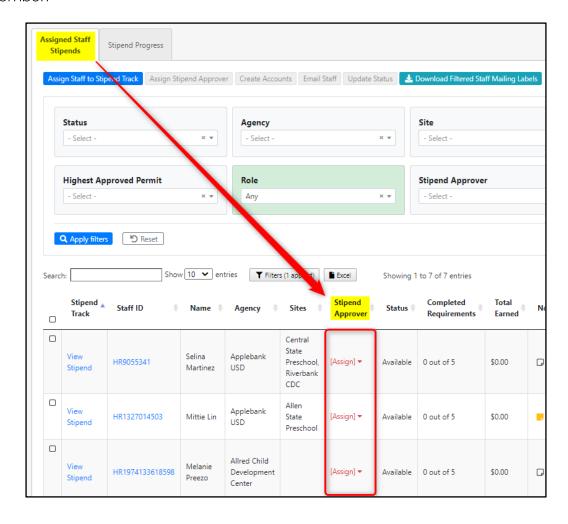


In the pop-up modal, if you select "Unassign Stipend Approver," any Stipend Approved assigned to the staff member will be removed. This means that if two Stipend Approvers are assigned to a staff member, both will be removed upon clicking "Save."



Assigning Stipend Approvers Within a Stipend Track

First navigate to the "Assigned Staff Stipends" tab within a stipend track. The grid containing all invited/participating staff will display a column titled "Stipend Approver." The "[Assign]" in red font in this column is used to indicate that a Stipend Approver has not yet been assigned to the staff member.



As described previously, there are two ways you can assign a Stipend Approver: individually or multiple staff at a time.

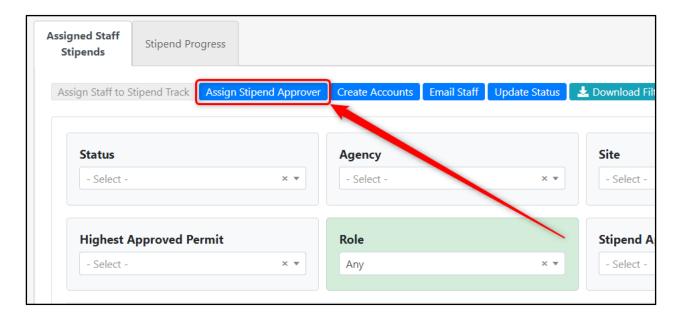
<u>Individually</u> - To assign a specific staff member a Stipend Approver, click the red "[Assign]" button in the "Stipend Approver" column in that staff member's row.



<u>Multiple at one time</u> - If you would like to assign multiple participating staff the same Stipend Approver, first select the staff in the grid. You can also click the checkbox next to the column titles to select all staff displayed in the grid.



Click the blue "Assign Stipend Approver" button at the top of the tab.

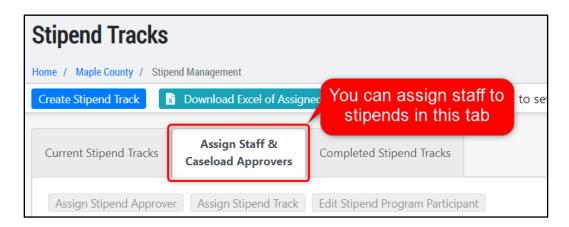


Please follow the same steps as described previously to then assign or unassign the Stipend Approver.

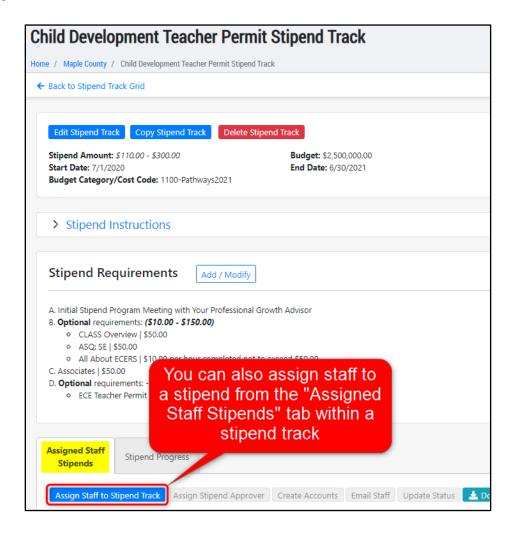
Assigning Staff to the Stipend Track

Once you have created your stipend track, you will need to assign ECE staff to the stipend. Funder Admins, Stipend Managers, and Stipend Approvers can all assign staff to stipend tracks.

You can assign staff from the "Assign Staff & Caseload Approvers" tab on the Stipend Tracks landing page.

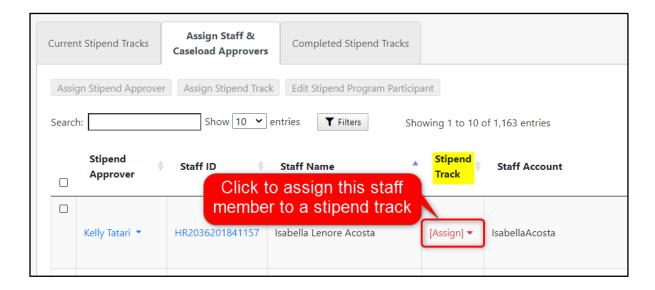


Staff can also be assigned from the "Assigned Staff Stipends" grid within a stipend track. This way to assign staff will be reviewed after the first method mentioned above.

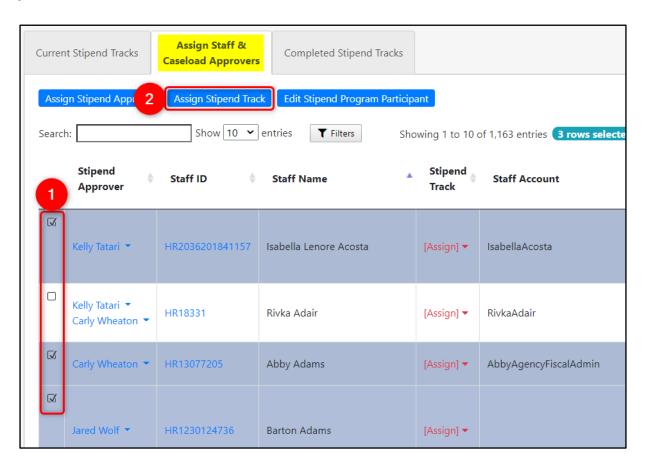


Within the "Assign Staff & Caseload Approvers" tab, you have the ability to assign one staff member to a stipend individually or multiple staff members at one time. The "[Assign]" in red font is used to indicate that a staff member has not been assigned to any stipend tracks yet.

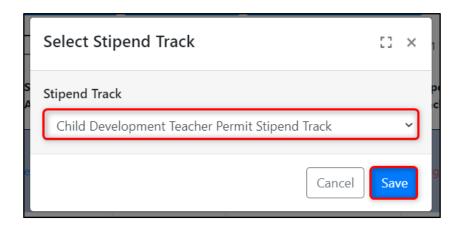
<u>Individually</u> - To assign a stipend to one staff member, click on "[Assign]" in the "Stipend Track" column for that staff member.



<u>Multiple at one time</u> - You can also assign the same stipend track to many staff members at one time. First select all the staff members in the grid and then click the blue "Assign Stipend Track" button at the top of the tab. Note: The stipend track selected will be the one assigned to every staff member selected.

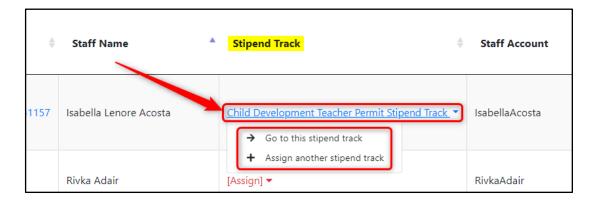


In the pop-up modal that appears, select the stipend track from the drop-down menu. This list will include every <u>current</u> stipend track at the county. Then click "Save."



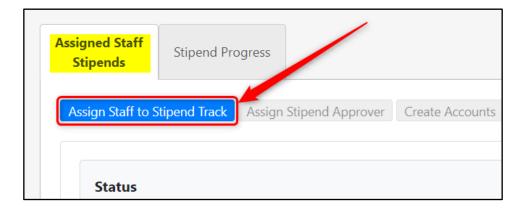
Repeat this process for every stipend track you wish to assign to the staff.

Once a stipend track has been assigned to a staff member, they will be listed in that column on the grid. Click on any stipend track to view a drop-down menu that gives you access to navigate to that stipend record or to assign another stipend track to that staff member.

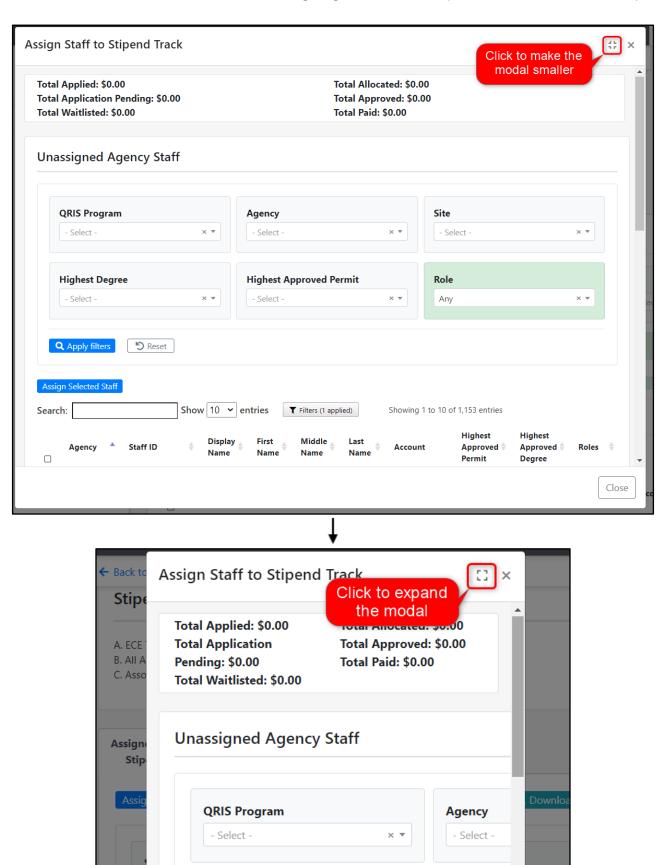


Assigning Staff Within a Stipend Track

To assign staff to the stipend track, click on the "Assign Staff to Stipend Track" button on the Stipend Track view-page.

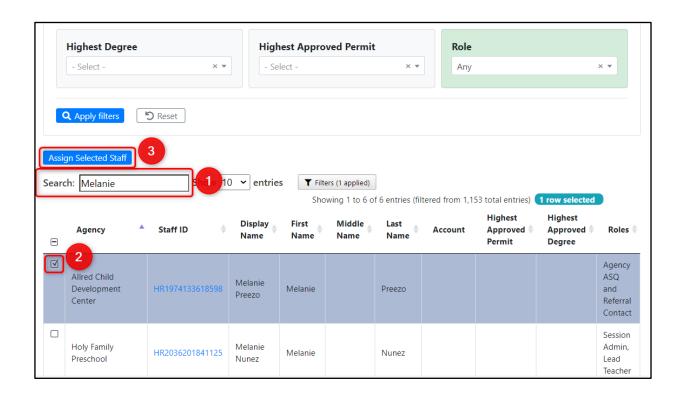


A modal will appear in which you can assign and manage participating staff in the stipend program. This modal can be made smaller by clicking the minimize icon in the upper right-hand corner of the modal. To make the modal large again, click the expansion icon in the same spot.

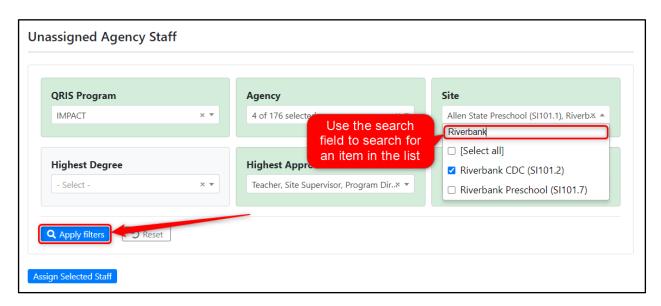


To assign staff members, you must select them in the grid in the left-most column next to the "Agency" column. If you know the name of the staff member you'd like to assign, you can type their name into the search field. Then click the blue "Assign Selected Staff" button. That staff member will be removed from this grid and added to the "Assigned Staff Stipends" tab outside

of this modal and the stipend will be available to them through their HUBBE staff account.

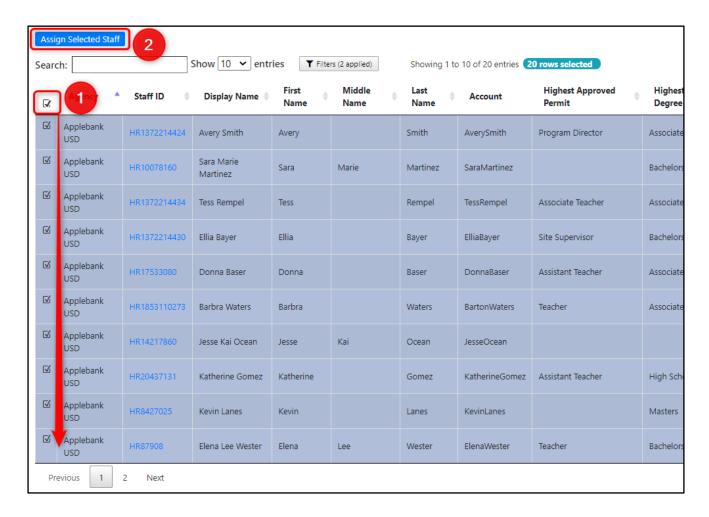


There are also six (6) search filters that you can use to filter the staff members in the grid: QRIS Program, Agency, Site, Highest Degree, Highest Approved Permit, and Role. Select as many items as you'd like in all the categories you'd like to filter for, and then click "Apply Filters." The grid will then only display the staff members with the filtered criteria.

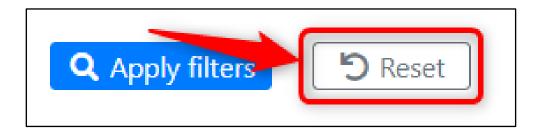


If you would like to assign everyone on the grid with your filtered criteria, as seen above, then click the checkbox above the grid in the leftmost column. This will select everyone currently displayed in the grid (*excluding* staff outside of these filter parameters).

After you have selected your staff members, click the "Assign Selected Staff" button. These staff members will disappear from this grid and be added to the grid in the "Assigned Staff Stipends" tab behind this modal and the stipend will be available to them through their HUBBE staff account.

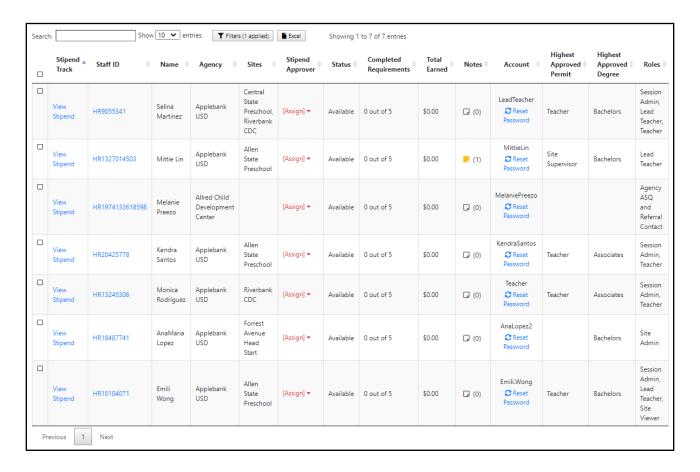


To clear all your search filters in all filter categories, click the "Reset" button.



4

Once you have finished assigning staff to the stipend program, click the "Close" button in the modal. You will then see all the staff in the "Assigned Staff Stipends" tab. The grid displays the staff assigned to the stipend program. The grid presents useful information on staff participants and those who may potentially participate in the stipend track.



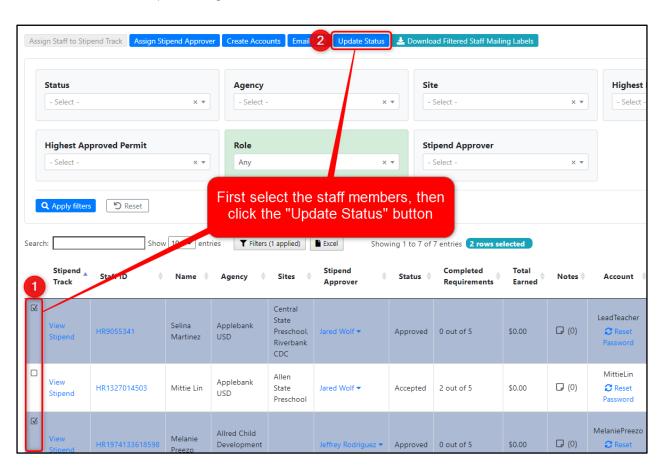
Managing Staff in the Stipend

The Stipend Track page features many functionalities to streamline the stipend workflow. This section will show you how to update a staff's status of a stipend, create staff accounts/reset passwords, email staff right from the grid, download staff mailing labels, download staff progress, and remove staff from the stipend.

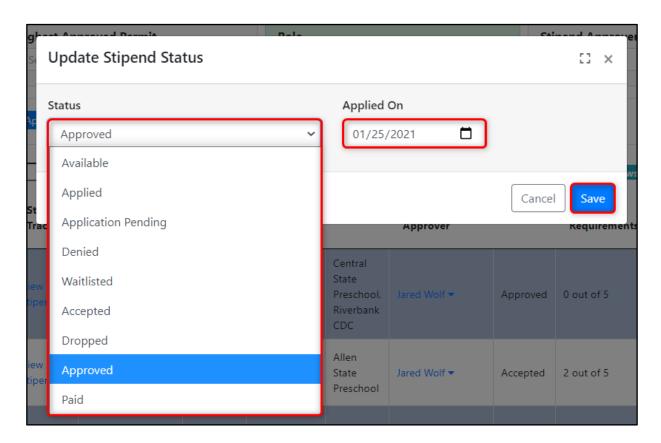
Updating the Status of the Stipend

The "Status" column shows the current status for those involved in the program. There are eight staff status types: "Available," "Applied," "Application Pending," "Denied," "Waitlisted," "Accepted," "Approved," and "Paid." The default status that appears next to assigned staff is "Available"; however, this can be toggled between "Available", and "Applied" through the edit feature of the stipend track described below.

From the "Assigned Staff Stipends" grid, the Funder Admin, Stipend Manager, and Stipend Approver roles can toggle the status of each staff member's stipend participation. To do so, select all the staff members whose status you'd like to update, and then click the blue "Update Status" button at the top of the grid.



A modal will appear. Choose the status of the staff member's participation and the applicable date. Click "Save."



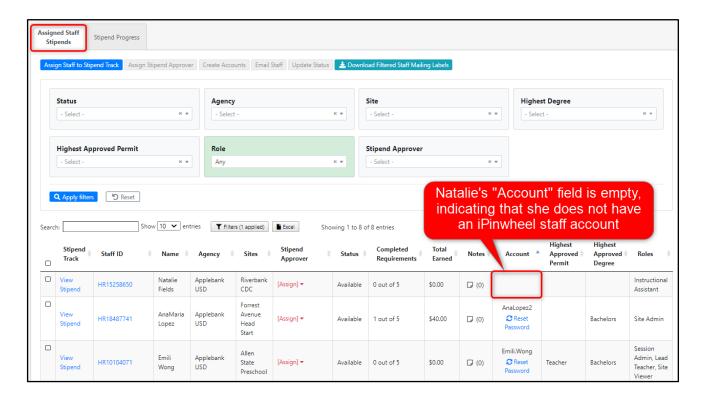
The status of the stipend will be updated for each staff member you selected, which you can see in the "Status" column in the grid.



Creating Staff Accounts and Resetting Staff Passwords

The Stipend Management feature within HUBBE is designed to allow county administrators to easily manage staff participation and progress in a stipend program. In order to do so, the staff member must have an HUBBE account. We have included the ability to create staff accounts and update log-in information right from the "Assigned Staff Stipends" grid. Funder Admins, Stipend Managers, and Stipend Approvers can all create staff accounts and reset passwords. Please follow the directions below to create and/or update staff account details.

You will notice if a staff member assigned to a stipend does not have an HUBBE account if their "Account" field is empty in the grid. For example, in the grid below Natalie Fields does not have a staff account yet.



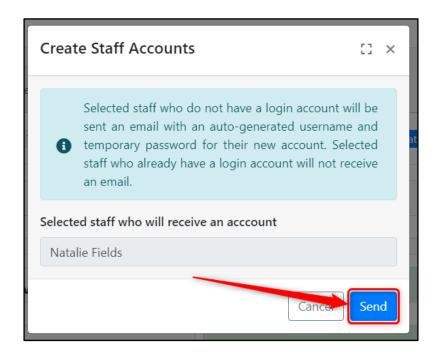
To create an account for the staff member, select their row in the grid in the leftmost column.



Then, click the blue "Create Accounts" button.



A modal will appear that shows the staff member(s) for which you are creating an account. Click "Send" and they will be sent an email with log-in information and a link to the log-in page. The username and password will be automatically generated by HUBBE. Once they sign in, they will have access to their staff account.



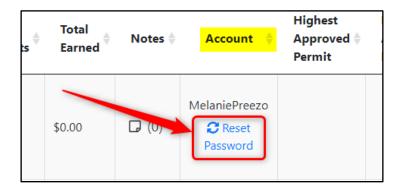
The email sent will look like the image below.



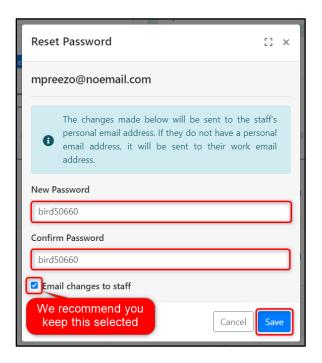
In the grid, you will then see account details in the "Account" column for that staff member.



If you would like to reset a staff member's password to their account, click "Reset Password" in the "Account" column.



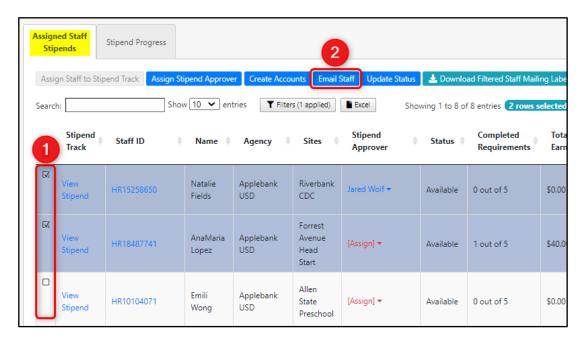
Enter the new password and then again in the "Confirm Password" field. HUBBE will automatically generate a random password which you will see in the password fields. You can choose to keep or override this password. We recommend you keep the "Email changes to staff" checked so the staff member will be sent an email with their new password to their staff account. Then click "Save."



Emailing Staff from the Stipend Grid

The "Email Staff" feature allows you to communicate with the stipend participants right from the stipend track. You may want to email participants to welcome them to the stipend track, remind a participant to complete requirements by a certain date, or bring any issues about submitted material to a participant's attention. Funder Admins, Stipend Managers, and Stipend Approvers can all email staff from the "Assigned Staff Stipends" grid. Please follow the directions below to send an email.

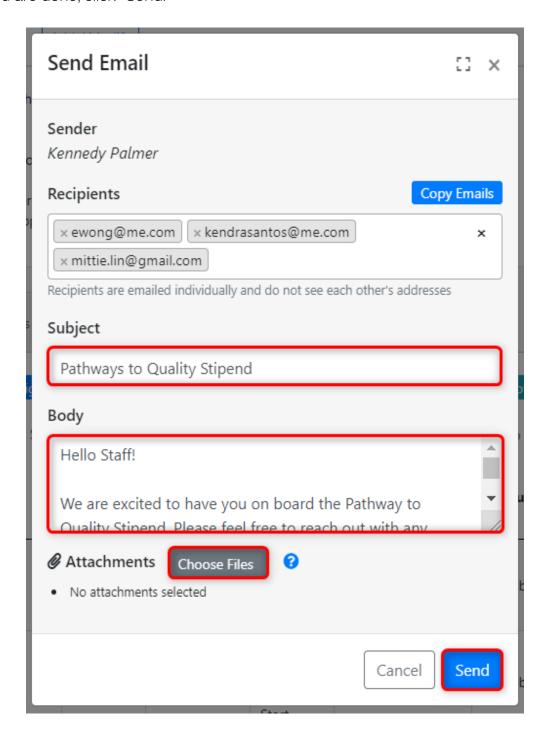
The "Assigned Staff Stipends" tab features an "Email Staff" functionality that allows you to send a personal email or email blast to assigned staff regarding the stipend program. To do so, first select all the staff members to whom you wish to send an email in the leftmost column. Then click the blue "Email Staff" button.



In the modal that appears, you will notice the email addresses of the selected staff populated in the "Recipients" field. You have the option of adding more email addresses here, or clicking the "Copy Emails" button to copy the emails and send the message in your own email account as another option.



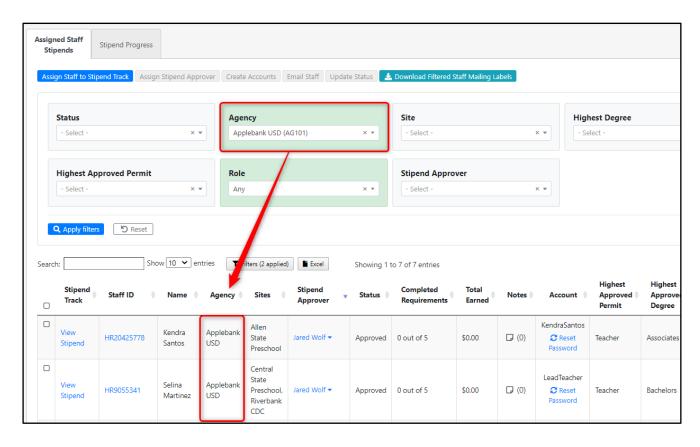
Then enter the subject and body of the email. If applicable, add attachments at the bottom. When you are done, click "Send."



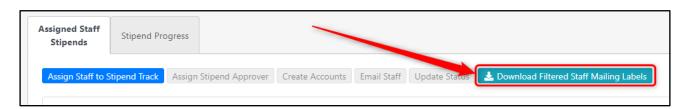
Downloading Filtered Staff Mailing Labels

The Staff Mailing Labels feature allows you to download and access the mailing labels for any staff in a stipend, which can be useful for sending stipend compensation. Any filters that you apply to the grid will influence the download to only include the staff displayed in the grid, such as all staff that work at Applebank USD agency as seen in the example below. The Funder Admin, Stipend Manager, and Stipend Approver roles can all download staff mailing labels.

To download a list of the staff mailing addresses, you can first use the filters to display only certain staff in the grid. For example, we filtered for only staff from the Applebank USD agency.



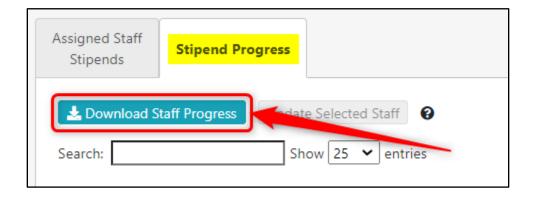
Then click the "Download Filtered Staff Mailing Labels" button at the top of the tab. Your download will include only the mailing addresses for the staff members who are from the Applebank USD agency in this example. Apply all the filters you desire to display certain staff participants and then click to download.



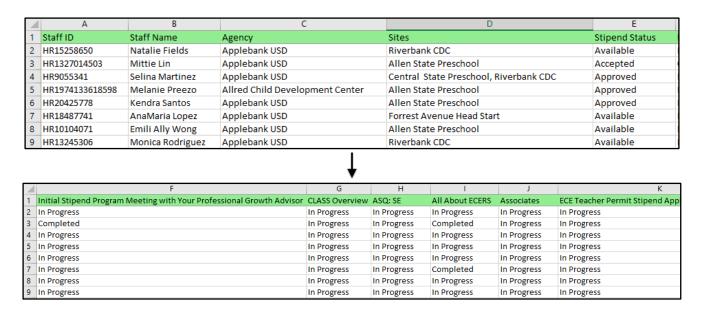
Downloading Staff Progress

The "Stipend Progress" tab allows you to track each staff's progress on the various requirements they are pursuing, as reviewed in the instruction sheet above. Additionally, you can download the grid in this tab at any point during the stipend. The download will reflect the staff member's current status on the overall stipend, as well as for each requirement in the stipend that they are pursuing. The download will also include staff information, such as their staff ID, name, agency, and sites.

To download staff progress, click on the "Download Staff Progress" button at the top of the "Stipend Progress" tab.



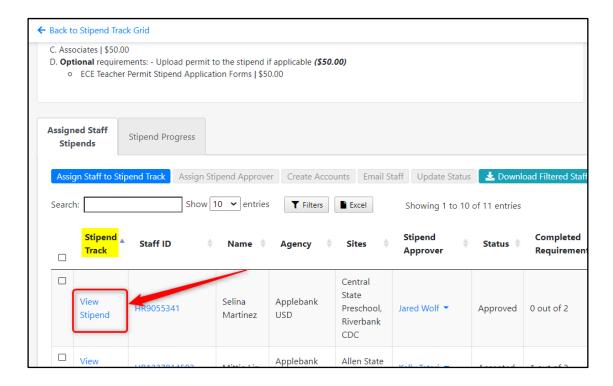
The download will display staff information in the first columns, and then the staff's progress on each requirement in the following columns.



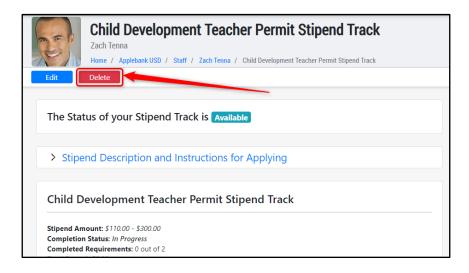
Removing Staff from the Stipend

In the event that you invited a staff member to a stipend track that you would like to remove/disinvite, you can do so from the staff's stipend record.

To remove a staff member's access to a stipend, first click on "View Stipend" next to the "Staff ID" from whom you want to remove the availability of the stipend. This button is located in the "Assigned Staff Stipends" tab within a stipend track record.

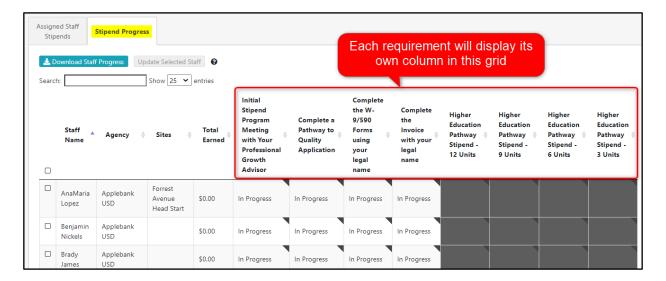


You will be redirected to that staff member's Stipend Track page. At the top of the page, under the staff member's profile picture, there is a red "Delete" button. Click this button to remove that staff member's access to the stipend. They will be removed from the grid within the "Assigned Staff Stipends" tab back on your main Stipend Track page.

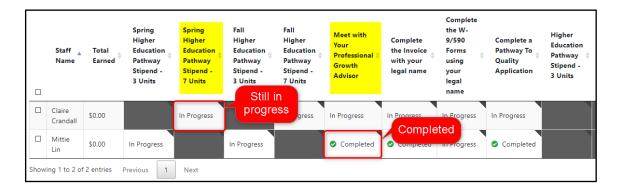


Updating Staff Stipend Progress

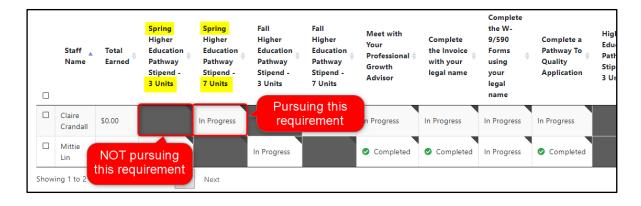
Within the "Stipend Progress" tab, each requirement included in the stipend program will exist as a column in the grid.



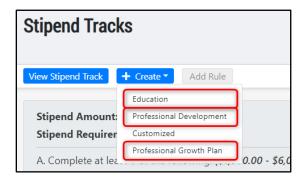
Each column displaying a requirement will display the progress that staff member has made on that requirement. In the example below, Claire is still in the process of completing the "Spring Higher Education Pathway Stipend-7 Units" requirement, while Mittie has completed her "Meet with Your Professional Growth Advisor" requirement.



The greyed-out fields indicate that the staff member is not pursuing that requirement. This helps to accurately allocate the stipend's budget by selecting which requirements the staff member is pursuing and will be paid for. To learn how to do this, please refer to the "Indicating Requirements Pursued" section below.

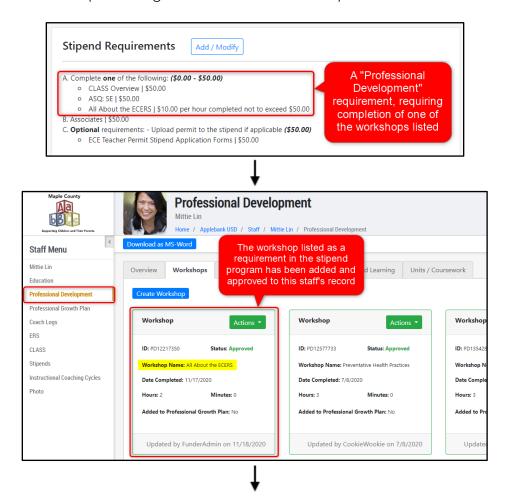


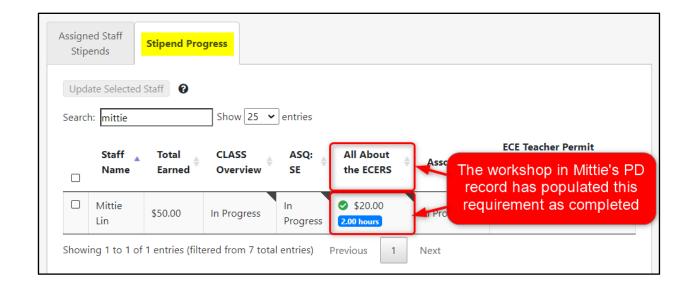
For "Education," "Professional Development" (PD), and "Professional Growth Plan" (PGP) requirements, the status will be automatically updated as "Completed" when the appropriate data has been entered into HUBBE in the participating staff's record, such as a workshop in their PD record.



For example, if there is a "Professional Development" stipend requirement, once one of the workshops listed in the stipend program has been added and approved in the staff member's "Professional Development" (PD) record, the data will populate the field within that staff member's row on the Stipend Track page within the "Stipend Progress" tab at the bottom of the page. Please refer to the section titled, "Automating Requirement Completion" for instructions on how to enter a workshop to automatically satisfy a stipend requirement.

Notice that Mittie Lin has the "All About the ECERS" workshop in her "Professional Development" record, which is listed as a stipend requirement. The number of hours she spent at the workshop and the total amount of money that Mittie has earned for the workshop has populated within her "Stipend Progress" field in the workshop's column.

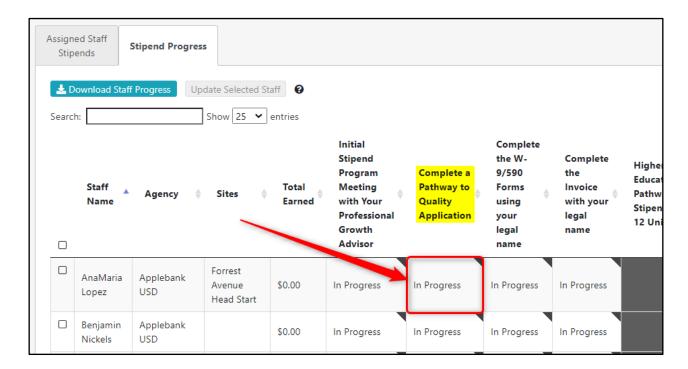




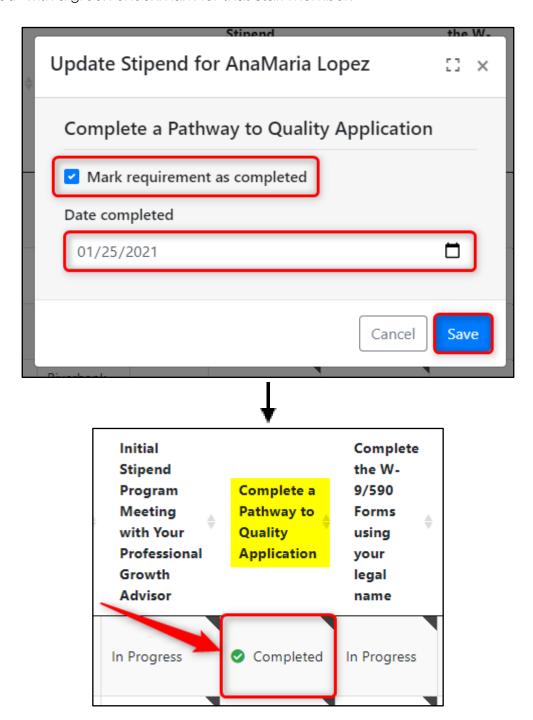
Marking Customized Requirements as Completed

A "Customized" stipend requirement will not be connected to any data entered into the HUBBE data system, since it is used when the requirement does not fall under one of HUBBE's requirement categories (Education, Professional Development, and Professional Growth Plan). As such, these requirements must be marked "Completed" manually.

In the example below, the "Complete a Pathway to Quality Application" requirement is a "Customized" requirement, so it needs to be marked "Completed" manually. To do so, click on the field in that column in the staff member's row for which you want to mark the requirement as completed.



In the modal that appears, select the "Mark requirement as completed" checkbox, enter the date of completion, and then click "Save." The requirement will then be displayed as "Completed" with a green checkmark for that staff member.



Overriding Requirements

The Requirements of a stipend program are set up to be integrated with the data within the HUBBE system. For example, if a requirement is to attend and complete a workshop, once that workshop is entered and accepted in a staff member's "Professional Development" record, it will be automatically marked as "Complete" in the stipend for that staff member.

However, if this data is not entered into HUBBE, then the Funder Admin, Stipend Manager, or Stipend Approver needs to "override the requirement" and manually mark it as complete. Please follow the steps below to override a requirement.

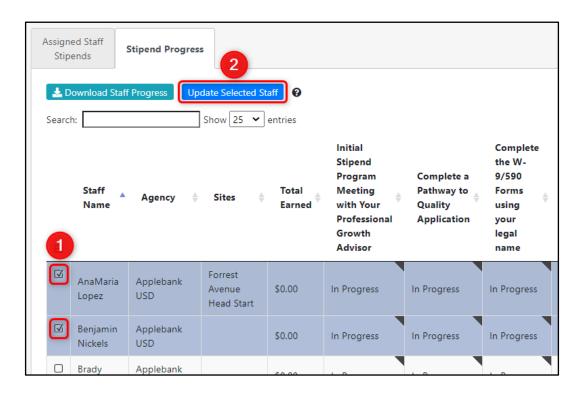
First, enter the "Stipend Progress" tab.



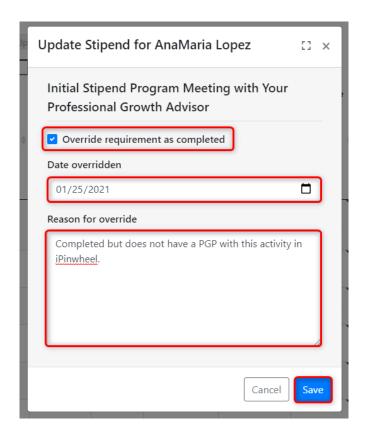
Option A- One Staff Member at a Time: To override a requirement and mark it as completed, click on the requirement field for the staff member you'd like to update. In the example below, we want to override Ana's "Initial Stipend Program Meeting with Your Professional Growth Advisor" requirement, so we will click the field for that requirement in Ana's row.



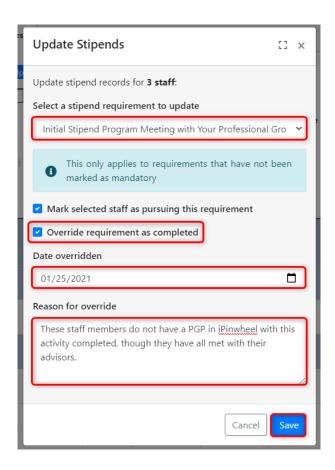
Option B- Multiple Staff Members: You can also override a requirement for multiple staff members at one time by selecting the staff members within the grid and then clicking the blue "Update Selected Staff" button at the top of the tab.



Option A- One Staff Member: In the modal that appears, select the "Override requirement as completed" checkbox, enter the date you are overriding it, and then provide a reason (optional). Then click "Save."

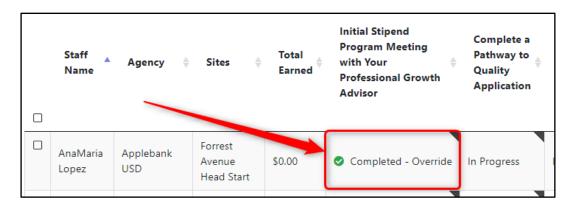


Option B- Multiple Staff Members: In the modal that appears, select the requirement you'd like to update from the list of requirements for this stipend program. Then select the "Override requirement as completed" field, enter the date, and click "Save."



<u>Note</u>: The "Mark Selected staff as pursuing this requirement" field will be automatically selected since marking the requirement as "Completed" implies the staff member has pursued that requirement.

The requirement field for the staff member you have updated will then display a green checkmark and a tag that reads "override" to indicate that this requirement has been marked completed in an override action. If there is monetary compensation associated with completing the requirement, it will be displayed beside the green checkmark.

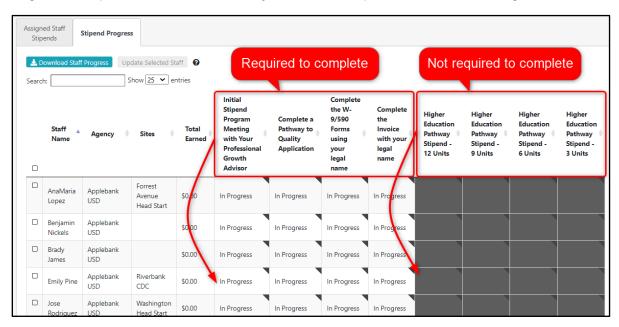


To learn how to override requirements from within a staff record, please refer to the instruction sheet titled, "Managing Stipends in the Staff Record."

Indicating Requirements Pursued

Often in stipend programs, you will see requirements that only require one of its following actions, such as one of the many courses listed with varying unit totals. In these cases, you can indicate which requirements each staff member is pursuing and which ones they are not pursuing, such as a specific course from the list. This helps to more accurately allocate the stipend's budget by indicating which requirements the staff member is pursuing and will be paid for and inversely, indicating which requirements a staff member is NOT pursuing and thus will NOT be paid for.

When you first enter the "Stipend Progress" tab, all required requirements will be defaulted to "pursuing" for each staff member, displaying an "In Progress" status in each staff's field for that requirement. All requirements that are part of a rule that doesn't require completion, such as a "complete one of the following" or "optional" rules, will be defaulted to "not pursuing" indicated by a grey box in the field. You will have to mark each requirement that a staff member is pursuing in the stipend track to accurately reflect the stipend's allocated budget.

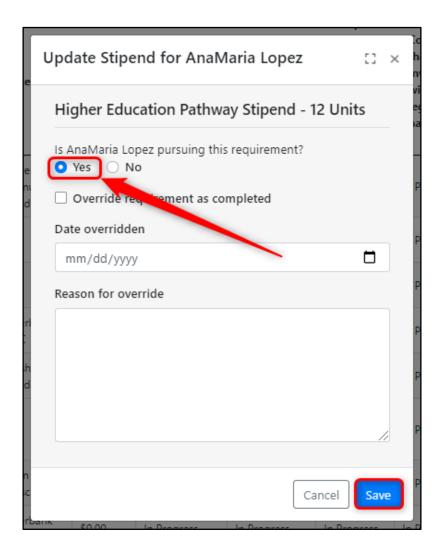


In the stipend track example here, participants have the choice of completing a 3 Unit, 6 Unit, 9 Unit, or 12 Unit course — of which they are only required to complete one to complete the stipend. We will want to un-block/indicate which course each participant is pursuing to accurately allocate the stipend's budget, such as Ana Maria only pursuing a 12-unit course. In your case, click on the box for whichever requirement your staff member will be pursuing.

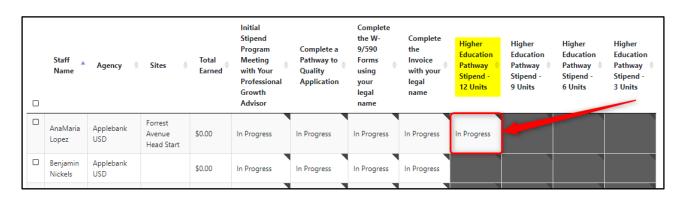


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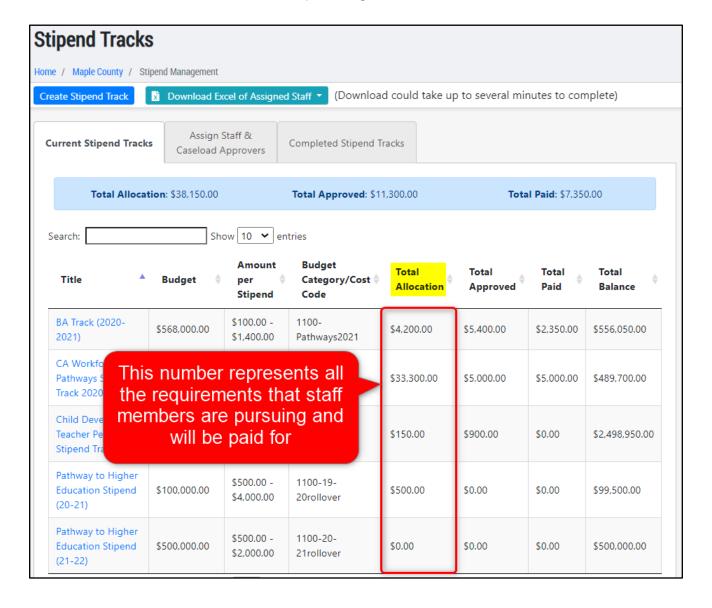
In the modal that appears, select "Yes" under "Is [Staff Name] pursuing this requirement?" Then click "Save."



The requirement will then display an "In Progress" status, indicating that they will be pursuing the requirement. Repeat steps 1-2 for each requirement you would like to "un-block" for each staff member. Note that a "blocked" requirement does not inhibit the staff member from completing the requirement, but only serves to provide a more accurate portrayal of budget allocations and can be changed at any time.



This information will be used to estimate the budget allocation on the "Stipend Management" page. The dollar amount displayed in that grid will represent all of the requirements that you have indicated the staff members are pursuing, and excluding the requirements that you have indicated the staff members will NOT be pursuing.



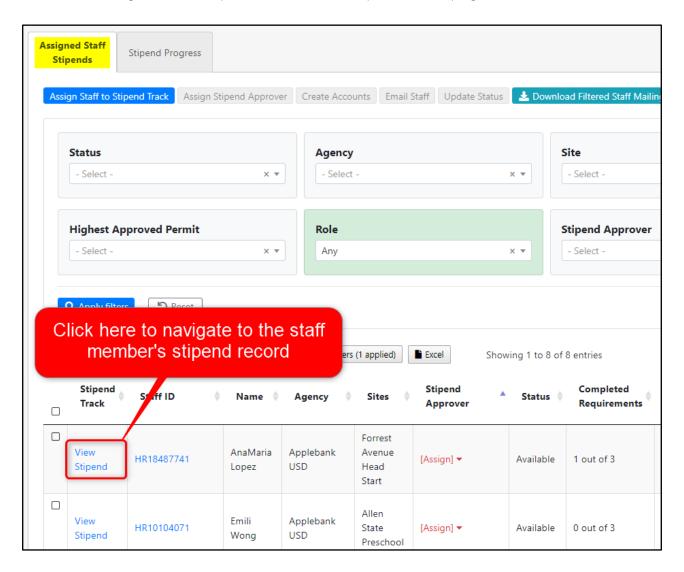
Automating Requirement Completion

Workshops Requirements

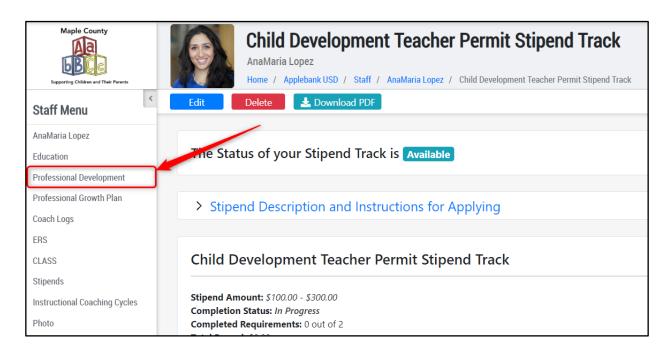
If there is a workshop listed as a stipend requirement in a stipend track, that requirement will automatically be marked as "Completed" in the "Stipend Progress" tab upon entering that workshop in the staff member's record. There are two ways in which you can enter a workshop for a staff member that will share data with the stipend requirement, both described below.

The first way that you can automatically satisfy a workshop requirement using data from other parts of the HUBBE platform is by creating a Professional Development workshop event in the staff member's record.

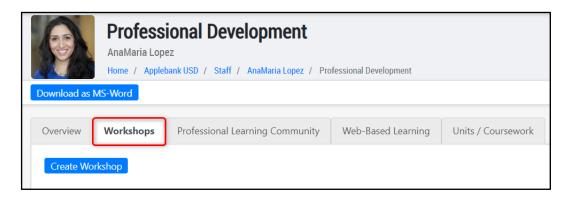
First, click on "View Stipend" next to the staff member for whom you'd like to enter a workshop event in the "Assigned Staff Stipends" tab on the Stipend Track page.



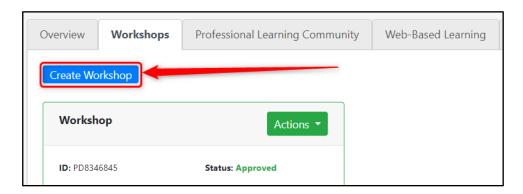
You will be led to the staff member's record on the view page of their assigned stipend. Click "Professional Development" in the Staff Menu.



On the "Professional Development" page, navigate to the "Workshops" tab.

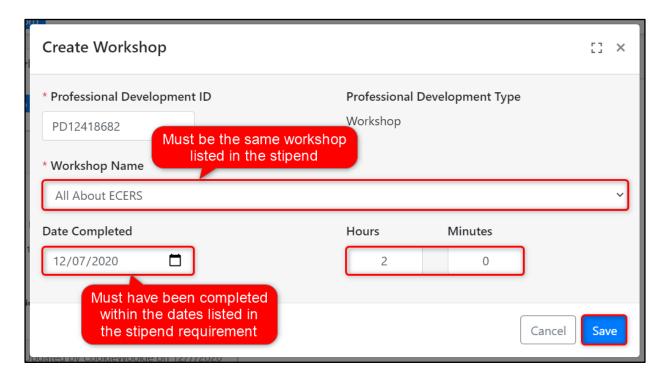


Click "Create Workshop" to enter a new workshop record for the staff member that matches the one listed in the stipend requirement. Please note that you must enter the same workshop listed as a stipend requirement, meaning the title must be exactly the same.

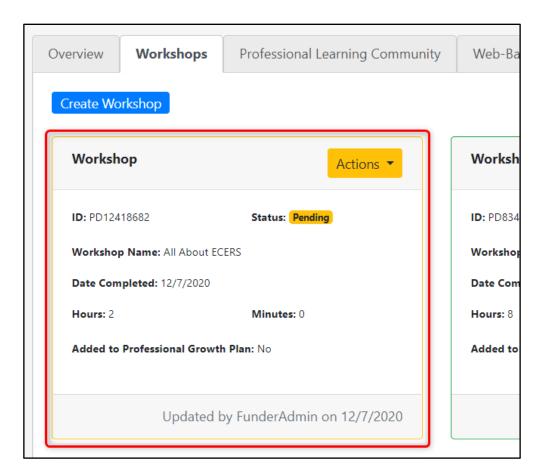


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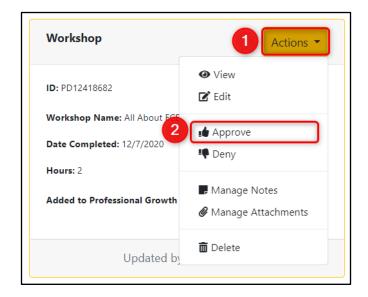
In the modal that appears, we recommend you leave the ID as is, select the workshop name, select the date completed, and enter the number of hours spent in the workshop. Then click "Save." Please note that the workshop title must match the one listed in the stipend exactly. The "Date Completed" must allow fall within the dates the stipend is available.



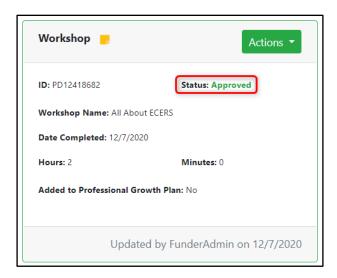
You will then notice the workshop even listed in the "Workshops" tab.



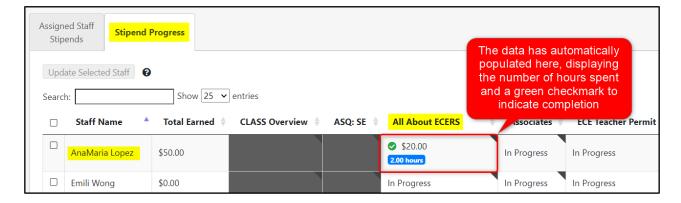
In order for the workshop to be marked "Completed" within the stipend track, it must be Approved. Click the "Actions" button within the workshop tile and then click "Approve" in the drop-down menu.



You will then notice the workshop tile turn to green and the status will be "Approved."

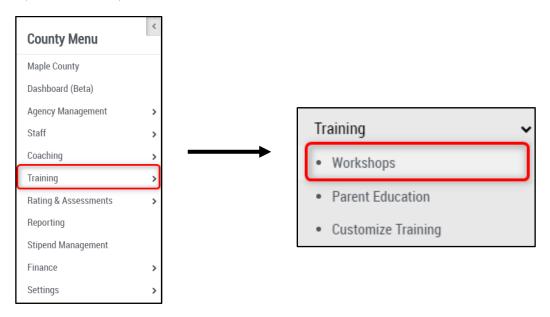


Back in the stipend track, you will then notice the workshop requirement will be marked as "Completed" for the staff member, displaying the total number of hours spent in the workshop and the total earned.

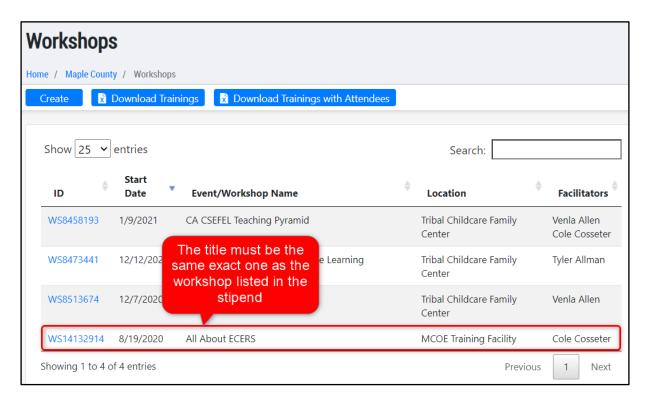


The other way that you can enter a workshop for a staff member that will automatically data share with the stipend and mark the requirement as completed is by marking the staff member as an attendee in the "Workshop" record.

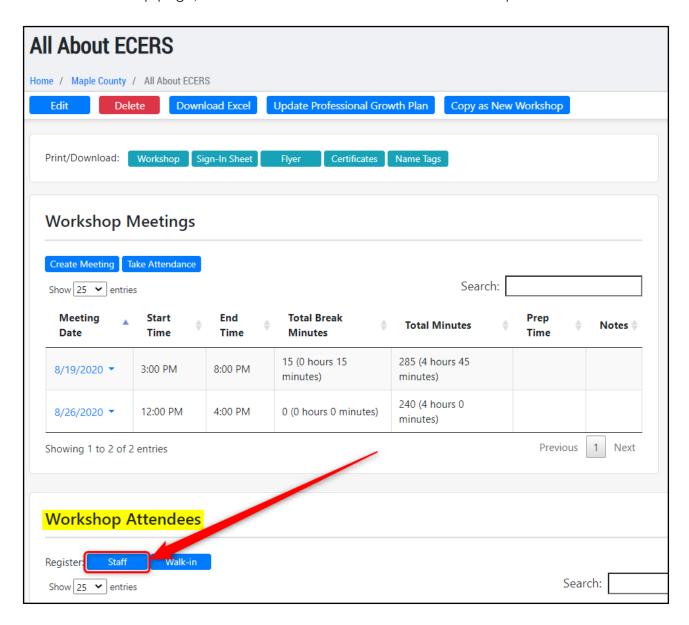
First navigate to the Workshops record by clicking "Training" in the County Menu, and then selecting "Workshops" in the drop-down menu.



Select the workshop in the grid. <u>Please note that you must select the same workshop listed</u> as a stipend requirement, meaning the title must be exactly the same.



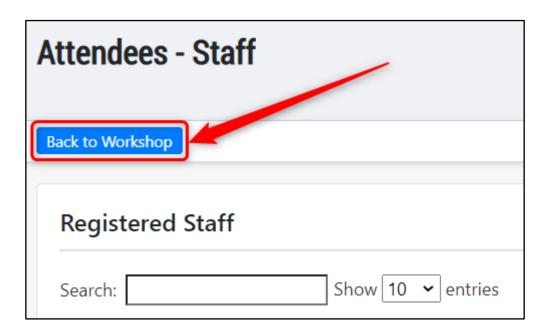




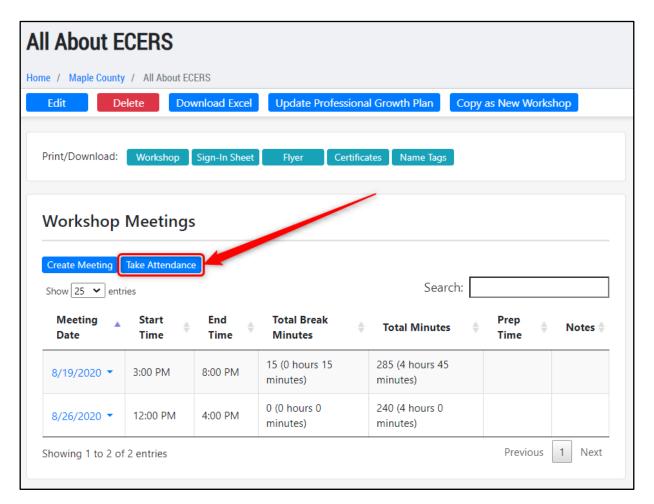
In the "Staff not Registered" grid, use the search field to easily locate the staff member. Then click "Register" next to the staff member's name. This will then remove the staff member from this grid and add them to the "Registered Staff" grid.



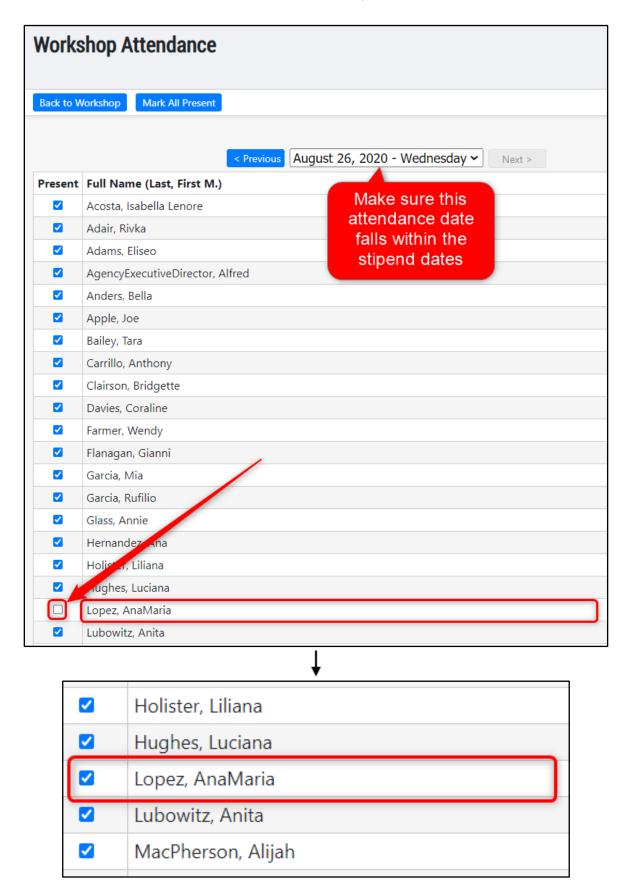
At the top of the page, click the blue "Back to Workshop" button.



Then click the blue "Take Attendance" button in the "Workshop Meetings" card.



Click the checkbox next to the name of the staff member you have just added. Make sure that the date of attendance falls within the dates that the stipend is available for.



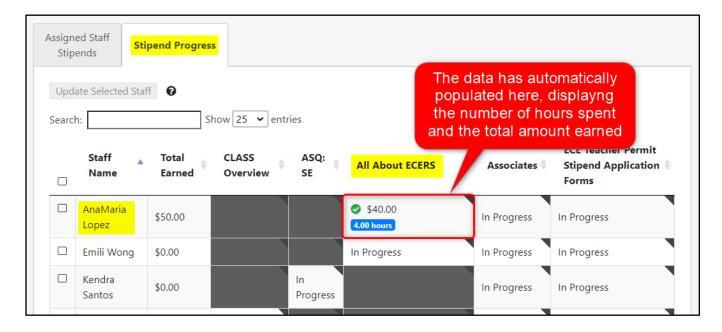
Once you have selected the staff member to mark them as present at the workshop, click "Back to Workshop" at the top of the page.



Back on the main view page of the workshop, click the blue "Update PD" button at the top of the page. This will add the Professional Development (PD) event to the staff member's record.



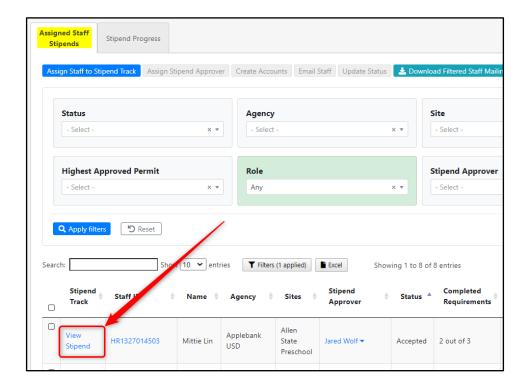
For our purposes here, this will then automatically populate the stipend requirement as "Completed" in the "Stipend Progress" tab within the stipend track for that staff member.



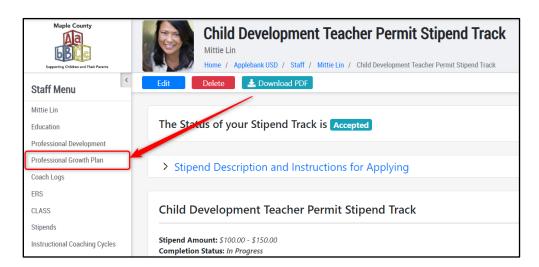
Professional Growth Activity Requirements

If there is a Professional Growth Activity listed as a stipend requirement in a stipend track, that requirement will automatically be marked as "Completed" in the "Stipend Progress" tab upon entering that Professional Growth Activity in the staff member's record, as described below. For details and instructions on how to create Professional Growth Activity titles, please refer to the instruction sheet titled, "How to Customize Coaching."

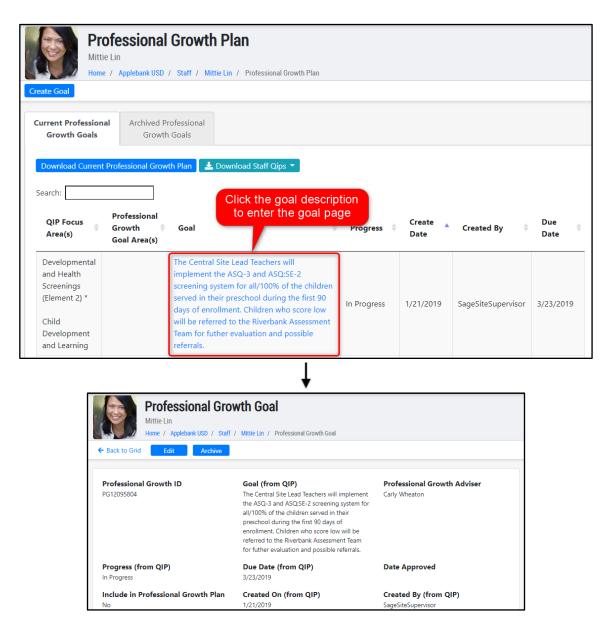
First click the "View Stipend" button next to the staff member for whom you'd like to add the professional growth activity in the "Assigned Staff Stipends" tab.



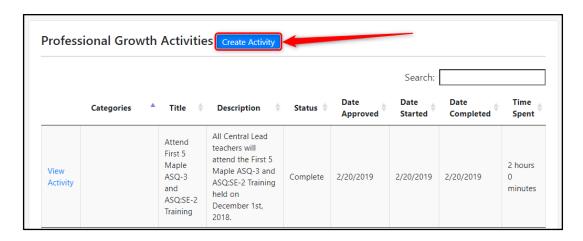
You will be led to the staff member's record on the view page of their assigned stipend. Click "Professional Growth Plan" in the Staff Menu.



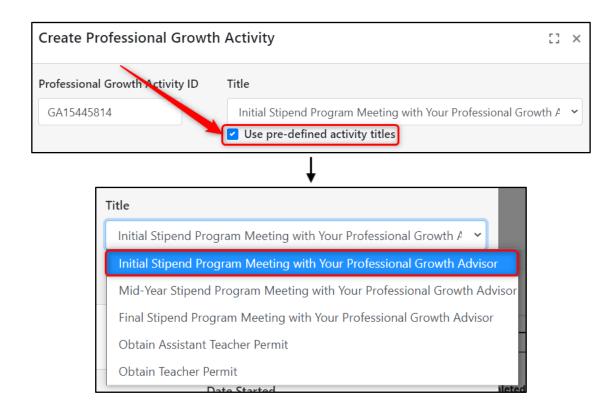
Within the staff member's "Professional Growth Plan" record, select the goal to which you would like to add the activity. You will be led to the view page of the PGP goal.



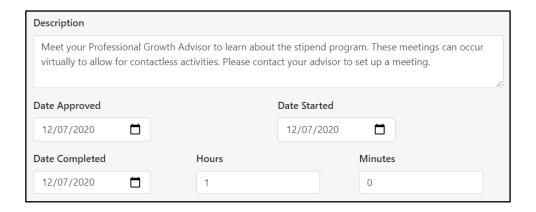
Click the blue "Create Activity" button in the "Professional Growth Activities" card.



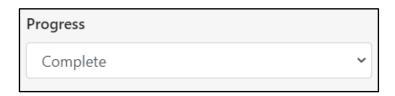
In the modal that appears, click the checkbox to enable the "Use pre-defined activity titles" preference. This will populate a list of your pre-defined activities, which you can select from in the drop-down menu. Select the activity that is listed as a stipend requirement. Please note that you must select the same activity with the same title as listed in the stipend.



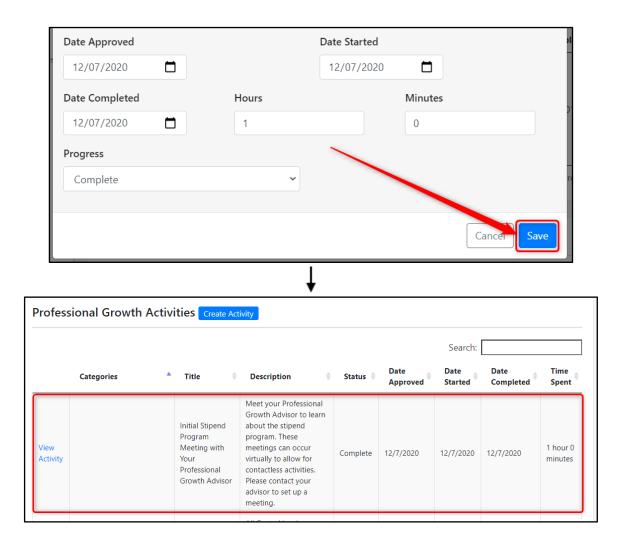
Complete the description, the date approved, the date started & completed, and the time spent on the activity. We recommend keeping the randomly generated ID as is.



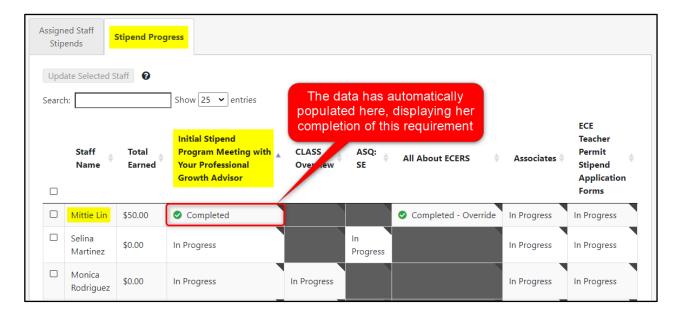
In order for the stipend requirement to be marked as completed in the stipend, you must select "Complete" as the "Progress" in the modal.



Once you are done, click "Save." You will then notice the activity listed in the "Professional Growth Activities" card.

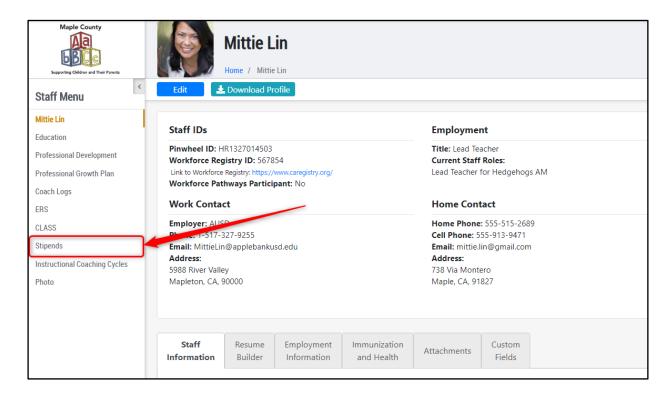


Back in the stipend track, you will then notice the Professional Growth Activity requirement will be marked as "Completed" for the staff member.

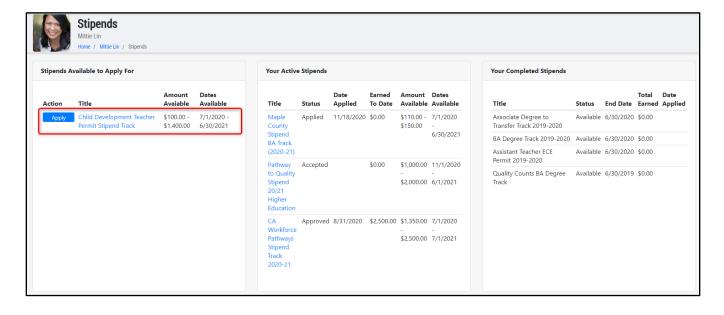


Assigned Staff Perspective

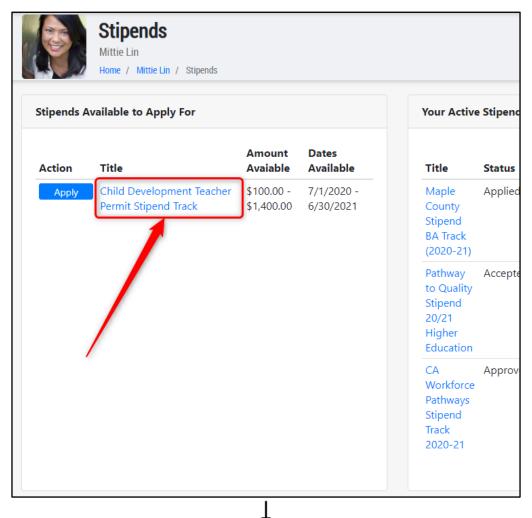
When the assigned staff log-in to HUBBE, they will see a new item appear on their left-hand staff menu titled "Stipends" upon being assigned to the stipend. If the staff has already been assigned to stipends in the past, this menu item will already exist for them.

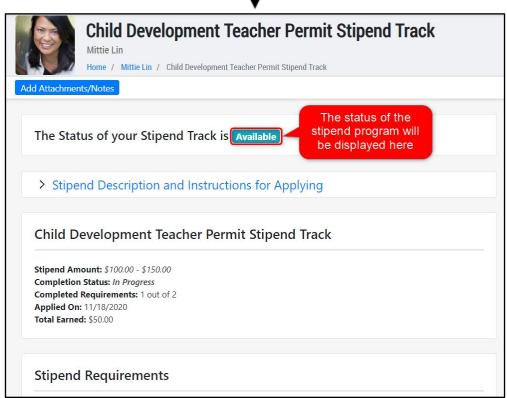


In this case, when Mittie Lin clicks into the menu item, the "Stipends" page will display the stipends available for her to apply to, her active stipends, and her completed stipends listed in their respective cards. Notice the stipend we just created and assigned to her is displayed in the "Stipends Available to Apply For" card.

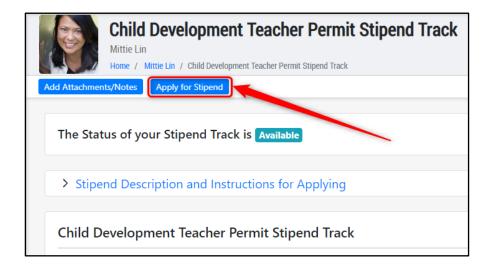


Before Mittie Lin decides to apply for the stipend, she may want to review the requirements, which she can do by clicking the title of the stipend. This will lead her to the stipend track page.

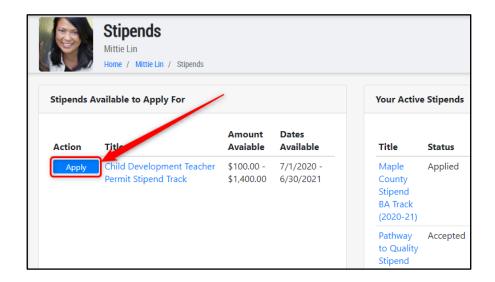




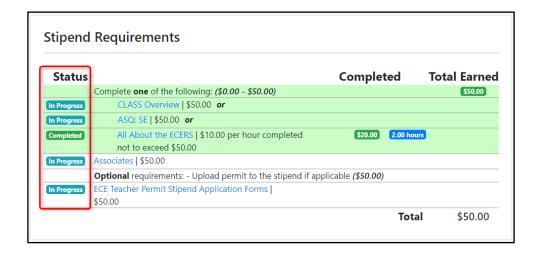
A staff member can then apply for the stipend within the stipend track page by clicking "Apply for Stipend" at the top of the page. The staff member can also apply for the stipend on their "Stipends" page by clicking the blue "Apply" button next to the appropriate stipend in the "Stipends Available to Apply for" card.



~OR~

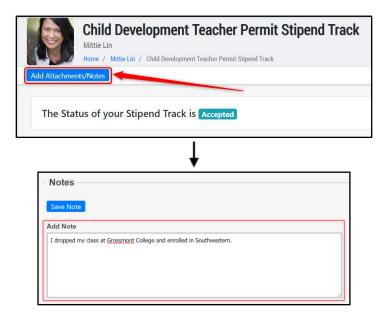


When a staff member completes a requirement, a green icon containing the dollar value awarded will appear under the "Completed" column in the "Stipend Requirements" grid.

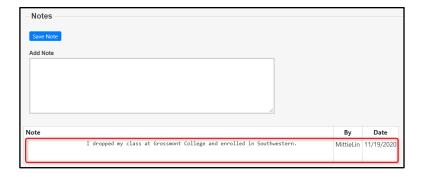


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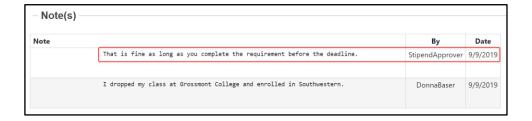
The ECE Staff member can add attachments and notes for their stipends by clicking on the blue "Add Attachments/Notes" at the top of their page. This will allow the ECE workforce and those managing the stipend track to easily communicate with one another.



Once the note is saved it will appear below the "Add Note" field. The "By" column will display the workforce member's account name.



The "Stipend Approver" will be able to see the note and can respond.

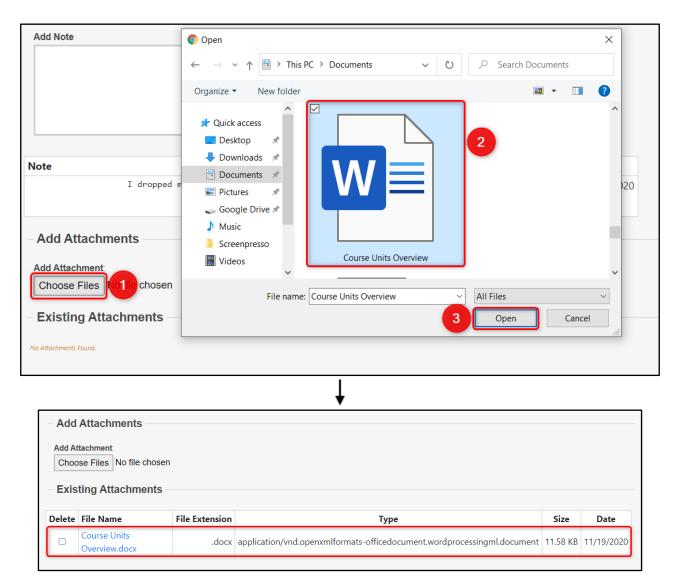


This feature allows the communication between the workforce, "Stipend Approver" and "Stipend Manager" to be documented in one convenient location inside of HUBBE. If there is ever a situation that requires you to reference correspondence and directions given to the workforce member, you can look here.

The workforce member does not have the ability to delete notes, only the roles "Stipend Manager" and "FunderAdmin" can delete notes.

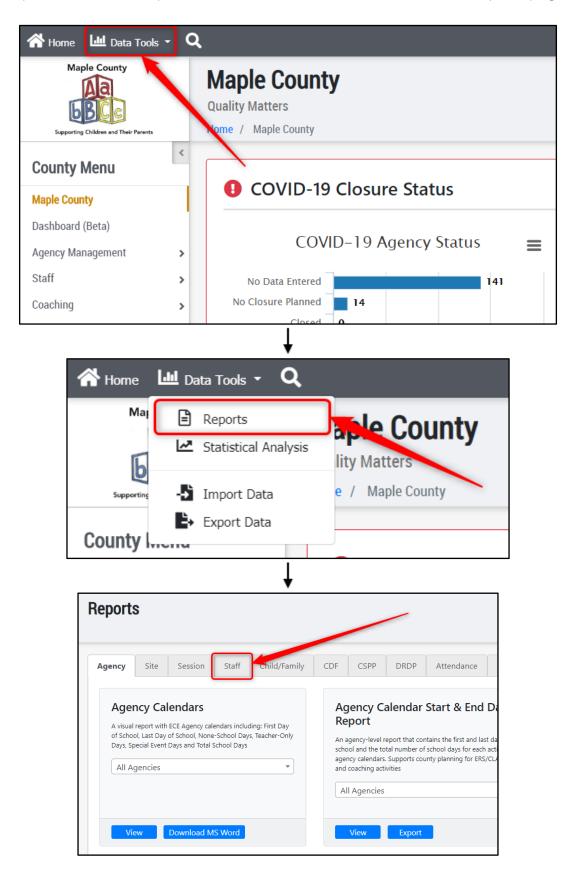
There is also the ability to add attachments. This is where applications, forms, and other documents would be uploaded and saved. Any kind of documents that are required should be attached here. Both the participating staff and stipend manager can add attachments making this feature a convenient way to manage documents for stipends.

To add attachments, first click the "Choose Files" button, then select the correct file, and then click "Open." Your attachment will then appear under the "Existing Attachments" title.

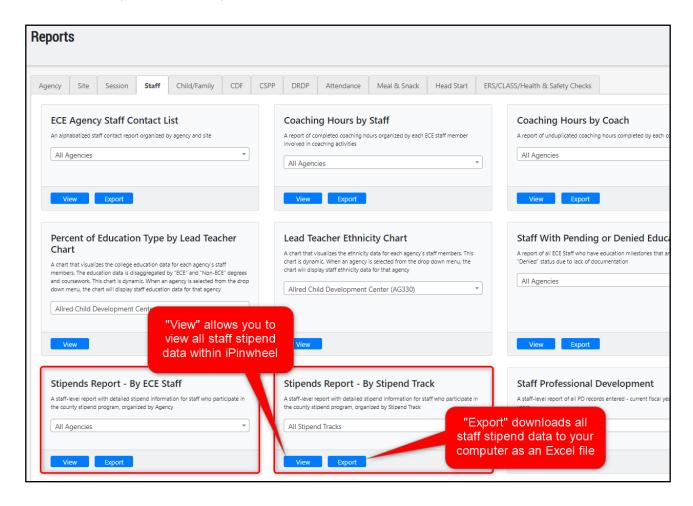


Reports

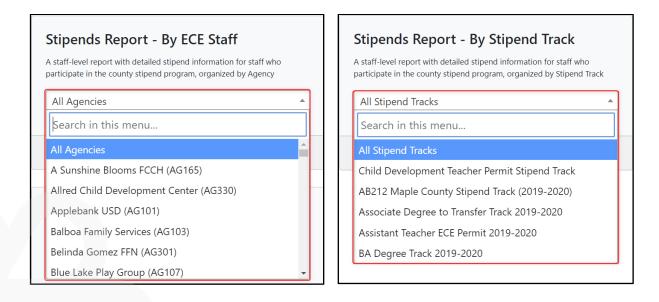
In "Reports," under the "Data Tools" drop-down at the top left of your screen, there are two stipend reports. These two reports are located under the "Staff" tab on the reports page.



There are two stipend report options: "Stipends Reports - By ECE Staff" and "Stipends Report - By Stipend Track." When you view the reports, you will get information on all the staff participating in the stipend programs for your county/consortia. You will be able to see the status for each person in one place.



If you wish to only see data on one stipend track, or one agency, you can sort the data using the drop-down list with each report tile.



Note: You can scroll or search to find the specific agency/stipend track that you need.