



T.E.A.C.H.

Improving early learning through early education workers

The *Teacher Education and Compensation Helps* (T.E.A.C.H.) Early Childhood® scholarship program awards scholarships to early care educators and center directors to work toward earning an associate's degree or credentials in early childhood education. The Children's Forum administers the program. The Office of Early Learning funds it the program with \$3 million through the Child Care Development Fund (CCDF) block grant. TEACH is a three-way partnership for sharing expenses by the caregiver receiving the scholarship, the sponsoring child care center or family child care home, and TEACH. The program pays the majority of tuition and book expenses and most participants get a per-semester stipend for travel or Internet access. Caregivers and directors who complete their scholarship contract are eligible for a bonus. More than 22,000 scholarships have been awarded in Florida since 1998.

In its 2014-15 Legislative Budget Request, OEL is asking for an additional \$1.5 million in recurring CCDF funds to improve qualifications of early care educators and directors through TEACH early childhood education scholarships.

What it is...

- A shared cost model, not an entitlement program.
- Fundamentally a scholarship, TEACH is a three-way public-private partnership contract between the teacher, the center owner/director and the program itself with each having certain responsibilities.
- A program where more than 98 percent of employers and participants report they are very satisfied.
- Completely accountable internally and externally.
- A program that supports Florida's educational institutions by working with and purchasing classes and materials from 48 colleges, universities and vocational technical schools, and 14 community-based training institutions.



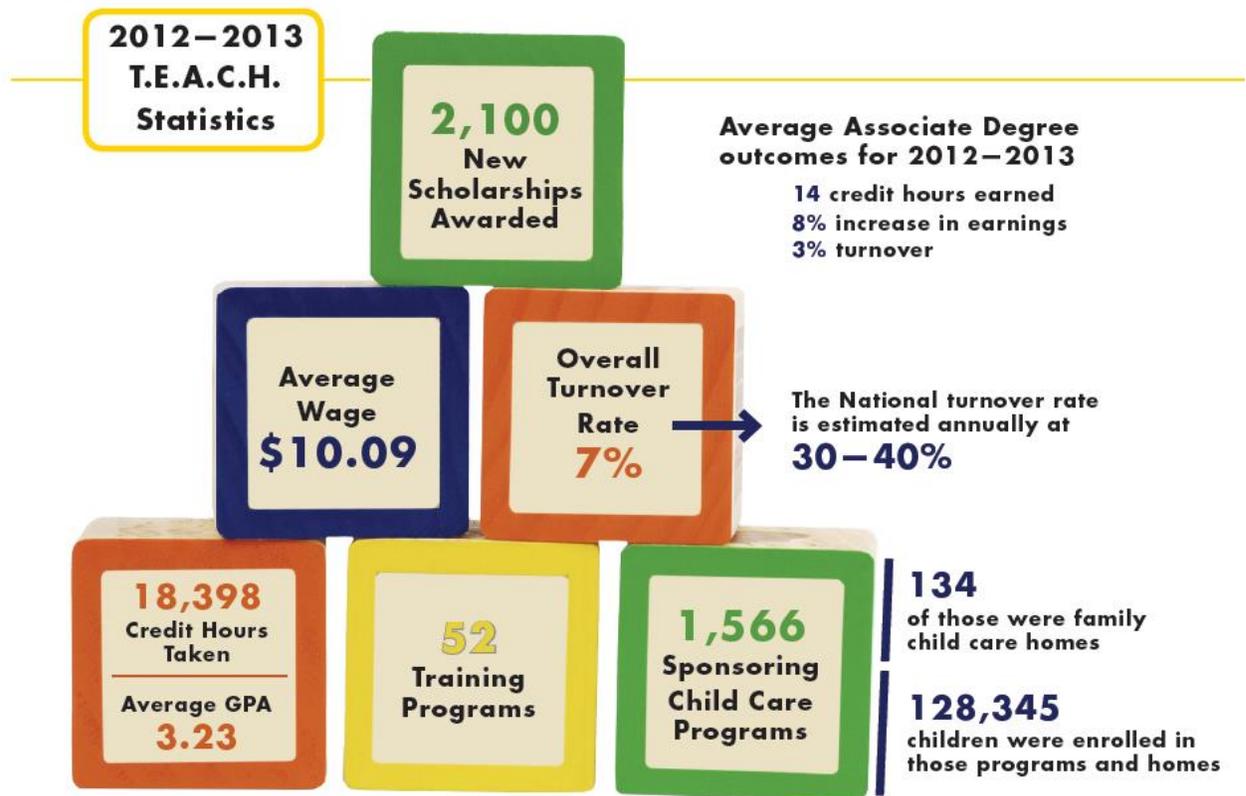
What it does...

- Addresses challenges facing the early childhood field — high turnover, low compensation and insufficient teacher education.
- Reduces turnover in the early education and care workforce to 4-9 percent compared to a 30-40 percent annual national average.
- Increases teacher training and education, which correlates directly to higher quality instruction and better child outcomes.

- Helps teachers and family child care providers help themselves, increasing wages for program participants.
- Addresses parent expectations that early childhood personnel must have formal education to work with their child.

What it requires...

- The teacher must “buy in” to his/her professional development by paying a percentage of the costs of books and tuition.
- The center owner/director must commit to paying a percentage of the costs.
- The center owner/director has to agree to support the teacher by providing three hours of release time per week for the teacher to study, attend to family duties or attend class.
- Early childhood teachers must commit to staying in their child care program for a specified period of time after completing the contract (usually one year) in exchange for their employer’s investment.
- Trained TEACH counselors commit to help teachers navigate educational options, mediate issues and potential conflicts, and offer encouragement and support to reach goals.
- Upon completing the contract, the employer agrees to provide a raise or bonus for the teacher. The TEACH program also provides a bonus.



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