



ANNUAL REPORT 2022



**T.E.A.C.H. EARLY CHILDHOOD®
SCHOLARSHIP PROGRAM**

WHAT IS T.E.A.C.H.?



The T.E.A.C.H. Early Childhood® Scholarship Program is an evidence-based strategy that creates access to higher education for early childhood educators. T.E.A.C.H. (Teacher Education And Compensation Helps) provides comprehensive scholarships through a shared cost approach to enable these early educators to afford both the time and expense of going to school. By encouraging higher education efforts, the program works to establish a well-qualified, fairly compensated, and stable early learning/early childhood workforce for Florida's children. T.E.A.C.H. provides scholarships for early educators to work toward their Florida Staff Credential, Director Credential, National CDA Assessment, credential renewals, or Associate, Bachelor's, and Master's degrees in early childhood education.

Children

- ★ **155,615** of Florida's children were enrolled in programs and homes that employ T.E.A.C.H. scholars.

Comprehensive Scholarships

T.E.A.C.H. maintains a three-way partnership in which the early childhood educator (the scholar), the sponsoring program (the scholar's employer), and T.E.A.C.H. share the costs for classes, books, and time away from work.

- ★ T.E.A.C.H. scholars attended **63** approved training programs, colleges, and universities.
- ★ **99%** of sponsors and scholars would recommend T.E.A.C.H. to other early educators.

College Education

Scholarships require successful completion of a specified number of hours in an approved early childhood credential or degree program.

- ★ T.E.A.C.H. scholars took **22,662** credit hours over the last fiscal year.
- ★ T.E.A.C.H. scholars earned an average GPA of **3.41**.

Compensation

To support the economic viability of the early childhood workforce, scholars earn a T.E.A.C.H. bonus and most receive an employer raise or bonus after the successful completion of an educational year.

- ★ The median wage for T.E.A.C.H. scholars was **\$13.25 per hour**.
- ★ On average in the last fiscal year, the wages for T.E.A.C.H. scholars increased by **11%**.

Commitment

In their scholarship contracts, T.E.A.C.H. scholars commit to working an additional year at their sponsoring program, which reduces staff turnover.

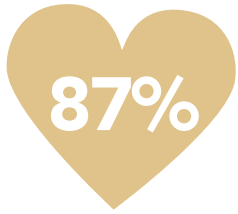
- ★ The turnover rate for T.E.A.C.H. scholars was **6.5%** compared to a national average of **30-40%**.
- ★ **1,887** early child care programs sponsored at least one T.E.A.C.H. scholar.

Counselors

T.E.A.C.H. counselors promote scholar success by providing educational and administrative coaching and accountability.

- ★ Counselors supported **2,628** first-time T.E.A.C.H. scholars through their contract.
- ★ **99%** of scholars found their T.E.A.C.H. counselor supportive.

FEEDBACK



of sponsors have seen no increase in fees to parents.



of sponsors have seen positive changes in their teachers including:

- *increased early childhood knowledge*
- *improved quality of teaching.*



of scholars found their portion of tuition to be about right.



of scholars found their child care center supportive.

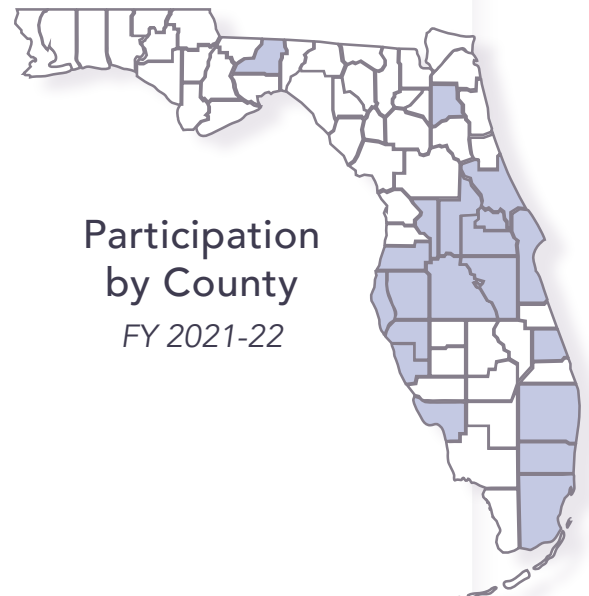
RAPID CREDENTIALS

High School Career and Technical Education (CTE) Model

The CTE scholarship model offers students graduating from high school career and technical early childhood education programs the opportunity to obtain a National CDA credential. In fiscal year 2021-22, 936 students from 20 districts used this scholarship model to their advantage, with 910 credentials completed or in progress to date.

Brevard	13
Broward	138
Clay	45
Hillsborough	11
Lake	32
Lee	2
Leon	20
Manatee	24
Miami-Dade	286
Orange	46

Osceola	18
Palm Beach	71
Pasco	2
Pinellas	47
Polk	8
Saint Lucie	14
Sarasota	27
Seminole	78
Sumter	20
Volusia	34



Participation
by County
FY 2021-22



AMBASSADOR SPOTLIGHT

T.E.A.C.H. has an established network of early childhood professionals and volunteers who serve as liaisons of the program in their local communities. Our T.E.A.C.H. Ambassadors help increase community outreach and maximize the impact of the T.E.A.C.H program across the state. Here's what some of our T.E.A.C.H. Ambassadors had to say:

"In Duval County, most candidates for the Child Development Associate® (CDA) Credential™ use the T.E.A.C.H. scholarship program as a funding source. Without T.E.A.C.H., many of these scholars would not have a way to fund their dream of becoming a preschool teacher with a CDA credential. T.E.A.C.H. also provides additional incentives to teachers through increased compensation earned when they complete their CDA. These teachers have often expressed their appreciation for the T.E.A.C.H. scholarship, with some continuing to higher educational achievements because of support from T.E.A.C.H.

As a T.E.A.C.H. Ambassador, I share T.E.A.C.H. scholarship information in newsletters, on the Episcopal Children's Services website, and at early childhood conferences. Our newsletters alone reach 1,000 potential scholars each month! With T.E.A.C.H., we hope to continue strengthening Florida's early childhood workforce."

LAUREN MILLECAN BERK, M.ED.

*T.E.A.C.H. Ambassador with Episcopal Children's Services
Jacksonville, FL*





"It is an honor and a lot of fun to be a T.E.A.C.H. Ambassador. My main goal as a T.E.A.C.H. Ambassador is to "get the word out" by sharing the benefits of T.E.A.C.H. and how the scholarship program can help early educators start or advance their careers. As a professor in the Early Childhood Department at Central Florida Institute of Training (CFIT), it is always exciting to see our students go through the T.E.A.C.H. Program and come out with financial, academic, and personal success stories. For many students, this would not be possible without the help and support of T.E.A.C.H.

I know first hand how the scholarship can change a person's life. As a former scholar, T.E.A.C.H. gave me the opportunity to be successful, grow professionally in my career, and love my job as an early educator even more! I often share my personal experience while pointing others to the T.E.A.C.H. Program.

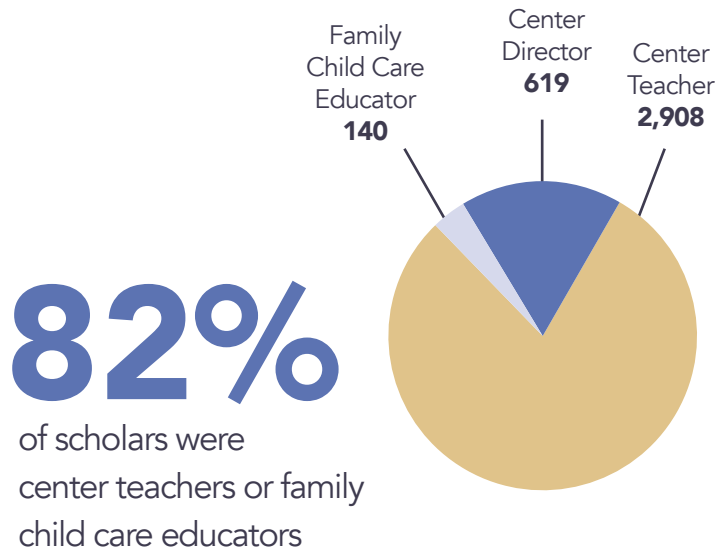
Our state has been blessed to be a forerunner and model in the early childhood field. The time is now for Florida to help more scholars enter this essential workforce. Thanks to initiatives like the T.E.A.C.H. Scholarship and INCENTIVES\$ programs, we can help more early educators create their own success stories. Together we can make this happen!"

SABRENA SMITH, M.S.

*T.E.A.C.H. Ambassador with Central Florida Institute of Training (CFIT)
Lakewood Ranch, FL*

DEMOGRAPHICS

Current Scholars by Provider Type:



Center Type:

For-Profit		1,150
Faith-Based		314
Independent Nonprofit		241
Head Start		154
Public		28

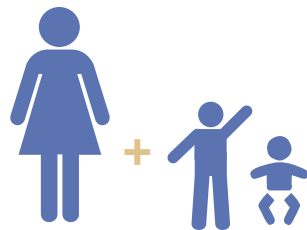


61% of sponsoring centers were for-profit businesses

Current Scholars by Age Group Taught:

Preschool		1,261
Infant/Toddler		1,037
Multi-Age		713
After School		37
Additionally, 17% of scholars were administrative staff		
Administrative		619

28% of scholars taught infants and toddlers



Current Scholars by Scholarship Type:

Staff Credential		1,168
Associate Degree		725
CDA Assessment		505
Bachelor's Degree		480
Director Credential		322
Credential Renewal		311
Master's Degree		156



37% of scholars were enrolled in degree-seeking scholarships

Average Associate Degree Outcomes:

16 Credit hours earned
12% Increase in earnings
9.6% Staff Turnover

Average Bachelor's Degree Outcomes:

20 Credit hours earned
12% Increase in earnings
7.3% Staff turnover

Scholars by County (n = 3,667)

Alachua	51	Duval	276	Holmes	57	Monroe	23	Santa Rosa	20
Baker	3	Escambia	18	Indian River	14	Nassau	7	Sarasota	105
Bay	37	Flagler	30	Jackson	5	Okaloosa	54	Seminole	79
Bradford	11	Franklin	6	Jefferson	42	Okeechobee	16	Sumter	6
Brevard	91	Gadsden	4	Lake	103	Orange	216	Suwannee	5
Broward	357	Gilchrist	1	Lee	51	Osceola	55	Taylor	17
Calhoun	2	Glades	3	Leon	63	Palm Beach	107	Union	7
Charlotte	38	Hamilton	22	Levy	16	Pasco	78	Volusia	134
Citrus	28	Hardee	31	Madison	4	Pinellas	191	Wakulla	3
Clay	28	Hendry	36	Manatee	104	Polk	121	Walton	13
Collier	78	Hernando	27	Marion	57	Putnam	25	Washington	3
Columbia	9	Highlands	269	Martin	41	Saint Johns	66		
DeSoto	8	Hillsborough	3	Miami-Dade	297	Saint Lucie	46		



Scholars by Training Institution (n = 3,667)

Brewster Technical Center	3	Miami-Dade College	124	Tallahassee Community College	127
Broward College	52	Montessori Academy Training Institute	9	Union Institute & University	1
Central Florida Institute of Training	117	Montessori Teacher Training Institute	1	University of Central Florida	11
Child Care of SW Florida	4	National Early Childhood Program Accreditation	12	University of Florida	4
Child Development Education Alliance	61	National Institute of Child Care Management	90	University of North Florida	168
ChildCare Education Institute	417	North Florida College	16	University of South Florida	2
Childhood Development Services	5	Northwest Florida State College	69	Valencia College	3
Chipola College	2	Nova Southeastern University	18		
College of Central Florida	46	Palm Beach State College	26		
Community Coordinated Care for Children, Inc.	9	Pasco-Hernando State College	5		
Council for Professional Recognition	626	Pensacola State College	4		
Daytona State College	95	Pinellas County Schools	2		
Early Education and Care, Inc	1	Pinellas Technical College	13		
Eastern Florida State College	27	Polk State College	43		
Family Central	102	Rasmussen College	37		
Flagler Technical College	15	Saint Leo University	3		
Florida Atlantic University	7	Santa Fe College	18		
Florida Gateway College	96	Seminole State College of Florida	30		
Florida Gulf Coast University	2	Sheridan Technical College	13		
Florida International University	95	Sistema Universitario Ana G. Mendez	1		
Florida League of Christian Schools	36	Smart Horizons Institute	261		
Florida SouthWestern State College	33	South Florida Literacy Institute	56		
Florida State College at Jacksonville	127	South Florida State College	1		
Gulf Coast State College	14	Springfield College	1		
Hillsborough Community College	44	St. Petersburg College	157		
Indian River State College	70	State College of Florida, Manatee-Sarasota	223		
Jose Maria Vargas University	2	Summit Montessori Teacher Training Institute	7		
Manatee Technical College	2	Suncoast Technical College	1		





FINANCIAL REPORT

Revenues

\$10,514,324

DEL \$9,635,185
Employer \$366,664
Scholar \$512,475

Expenditures

\$10,514,324

Scholarships \$8,315,872
Admin \$455,458
Program \$1,742,994

Professional Development Advisory Council

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Florida Afterschool Alliance

Raquel M. Diaz, Ed.D.

Lastinger Center for Learning

Chris Duggan

Florida Association for the Education of
Young Children

Robyn Fern Perlman

Business Leadership Institute for Early Learning

Molly Grant

Association of Early Learning Coalitions

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The Children's Trust

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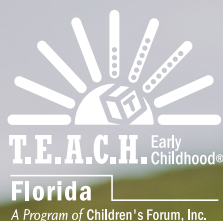
Donna Thornton-Roberts

Child Development Education Alliance

Christian Winterbottom, Ph.D.

University of North Florida

The Florida T.E.A.C.H. Early Childhood® Scholarship Program is licensed by Child Care Services Association in Chapel Hill, NC. The Children's Forum in Tallahassee is the licensee for the State of Florida. The Forum administers funding for the program under a contract with the Division of Early Learning. We appreciate the financial support of our partners to improve the professional development of early educators that ultimately benefits young children in Florida.



For more information regarding the Florida
T.E.A.C.H. Early Childhood® Scholarship Program
please contact the Children's Forum toll-free at
877-FL-TEACH (358-3224) or visit www.teach-fl.com



DIVISION OF
Early Learning
LEARN EARLY. LEARN FOR LIFE.