



T.E.A.C.H. Early Childhood® Florida Child Care WAGES® Florida 2007 Annual Report

Four Primary Principles of T.E.A.C.H.

SCHOLARSHIP

T.E.A.C.H. offers financial support to pay for classes, books and time away from work.

EDUCATION

T.E.A.C.H. helps participants earn hours in child development and learn new ways to nourish and nurture the growing minds of children under the age of five.

COMPENSATION

T.E.A.C.H. scholarship recipients earn a raise or bonus after successful completion of an educational year.

COMMITMENT

T.E.A.C.H. scholarship recipients agree to work at their sponsoring child care programs for an additional year after each scholarship year.



What is T.E.A.C.H.?

Teacher Education And Compensation Helps

- T.E.A.C.H. is an early childhood scholarship program with a primary goal to help change negative trends in the child care workforce.
- T.E.A.C.H. accomplishes this by partnering the dollars of scholarship recipients and child care programs with grants from businesses, foundations, and the government. This public-private partnership helps to resolve critical problems in the field of child care.
- T.E.A.C.H. links training, compensation and commitment to improving the quality of early childhood care and education experiences for young children and their families.
- T.E.A.C.H. provides scholarships for early childhood caregivers and center directors to work toward earning an A.S. or B.S. degree in early childhood education, a Child Development Associate (CDA) credential, a Florida Staff Credential or a Director Credential.

T.E.A.C.H. Outcome Measures

The T.E.A.C.H. Florida program staff evaluates the scholarship components of education, compensation and retention on an annual basis. The following indicates the average outcomes for associate and bachelor Degree participants.

Increased Education

- 13 credits earned after one completed scholarship contract
- 26 credits earned after two completed scholarship contracts
- 38 credits earned after three completed scholarship contracts

Increased Compensation

- 9% increase in earnings after one completed scholarship contract
- 18% increase in earnings after two completed scholarship contracts
- 27% increase in earnings after three completed scholarship contracts

Reduced Turnover*

- 8% turnover after one completed scholarship contract
- 6% turnover after two completed scholarship contracts
- 4% turnover after three completed scholarship contracts

**Compared with national turnover rates between 30% - 40%*

Participant Satisfaction

Consumer satisfaction surveys are distributed to recipients and their sponsoring programs at the end of each contract. This feedback is used to measure the success of the program and to make adjustments as needed.

99% of recipients and sponsors would recommend T.E.A.C.H. to others

Tuition and Books

- 95% of recipients found that their share of the cost of tuition and books was about right and 98% reported that the assistance was very important
- 84% of centers reported that their share of the cost of tuition was about right and 97% found that the assistance was very important

Travel and Release Time

- 75% of recipients felt that the \$75.00 travel stipend was about right
- 94% of recipients report that having paid release time was very important
- 87% of sponsors found that providing release time was very important and 72% of sponsors found it easy to do

Bonus

- 95% of recipients report that receiving a raise or bonus was very important
- 68% of sponsors found that awarding the raise or bonus was easy to do

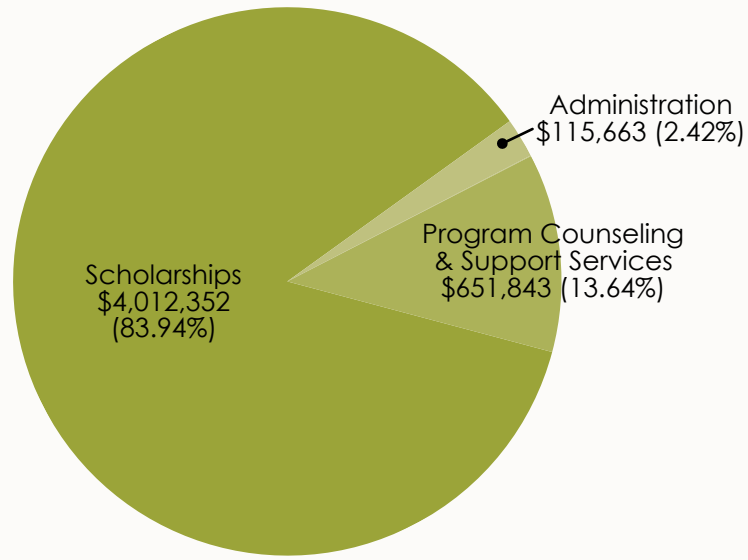
Positive Change

Sponsors report that they have observed in their recipients:

- 95% increase in early childhood knowledge and skills
- 91% improved quality of teaching
- 94% more confidence in teaching abilities

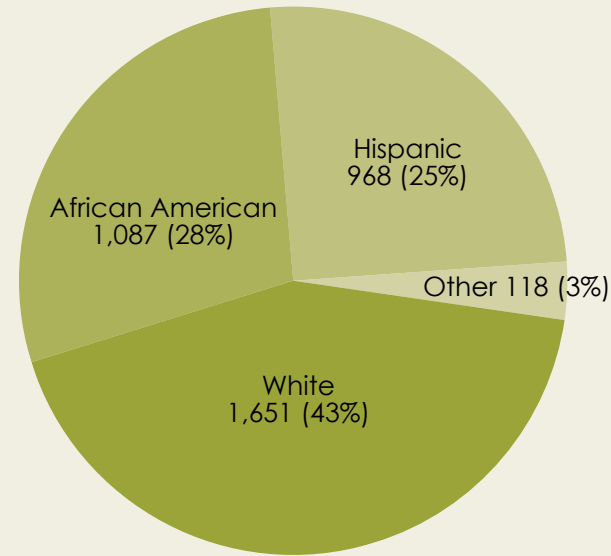
T.E.A.C.H. Expenditures

Total T.E.A.C.H. Expenditures: \$4,779,858

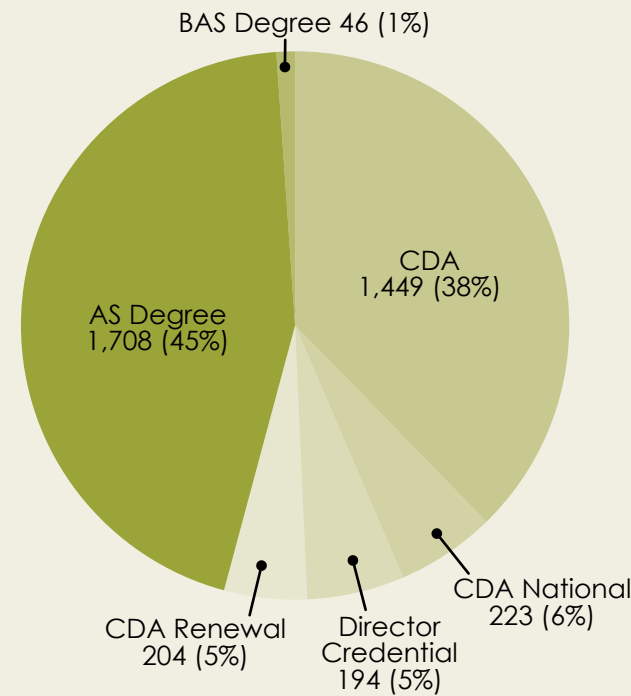


T.E.A.C.H. Demographics

T.E.A.C.H. Participants by Ethnicity

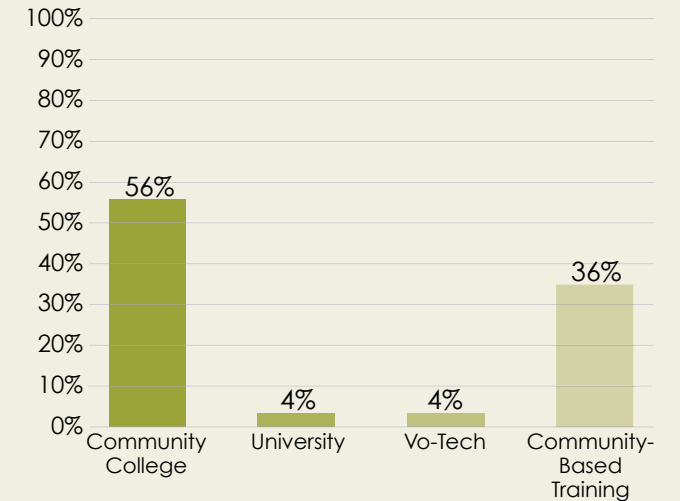


T.E.A.C.H. Participants by Scholarship Type



T.E.A.C.H. Participants by Training Institution

The T.E.A.C.H. scholarship program is currently working with 73 training institutions. Our students attend community colleges, universities, vocational technical programs and community-based training. Approximately 15% are accessing coursework on-line.



“For most teachers, limited finances and time restrict us from further education. I am ecstatic that there are programs such as T.E.A.C.H. that allow us not only to make a difference in our own

DID YOU KNOW?

- **17,031** credit hours were earned by recipients.
- There were **1,777** sponsoring programs in 2006-2007. Of that, **288** were family child care homes.
- The average increase in wages for associate degree recipients was **9.8%** and the turnover rate was only **3%**.

lives, but to help develop our children so that they can become well rounded citizens. I can only hope that a program like this is recognized for its outstanding contributions.”

—Mariel Broffman, Port St. Lucie

T.E.A.C.H. Participants by County

Alachua	47	Franklin	1	Leon	47	Putnam	28
Baker	14	Gadsden	16	Levy	25	Santa Rosa	17
Bay	46	Gilchrist	12	Liberty	3	Sarasota	67
Bradford	8	Glades	12	Madison	5	Seminole	99
Brevard	98	Gulf	10	Manatee	72	St. Johns	24
Broward	447	Hamilton	2	Marion	56	St. Lucie	116
Calhoun	5	Hardee	48	Martin	43	Sumter	2
Charlotte	24	Hendry	43	Miami-Dade	397	Suwannee	6
Citrus	19	Hernando	64	Monroe	17	Taylor	4
Clay	31	Highlands	42	Okaloosa	53	Union	3
Collier	87	Hillsborough	288	Okeechobee	54	Volusia	33
Columbia	15	Holmes	3	Orange	201	Wakulla	4
Desoto	13	Indian River	50	Osceola	34	Walton	6
Dixie	7	Jackson	18	Palm Beach	117	Washington	12
Duval	125	Jefferson	7	Pasco	96		
Escambia	29	Lake	30	Pinellas	134		
Flagler	5	Lee	70	Polk	313		

Total: 3,824

Child Care WAGE\$® Florida Project (2006-2007)

WAGE\$ County Comparisons/Funders

Funders	ELC of Broward	ELC of NW Florida	ELC of Manatee	Palm Beach Childrens Services Council / PBCC	Knight Foundation / Leon County	Miami-Dade Children's Trust	ELC of Brevard
2006-2007 Total Investment	\$265,350	\$50,000	\$50,000	\$206,500	\$12,500	\$750,000	\$50,000
Fiscal Year	July/June	July/June	July/June	Oct/Sept	July/June	Jan/Dec	July/June
Recipient Income Cap	\$17.50	\$17.50	\$17.50	\$14.00	\$17.50	\$17.50	\$17.50
Center Participation	QRS Participating Centers	Licensed Child Care Centers	School Readiness Centers	QIS Centers	Knight Foundation Centers	QRIS Centers	Licensed Child Care Centers
2007-2008 Total Investment	\$524,000	\$0	\$60,000	\$200,000	\$5,000	\$750,000	\$10,000

Program Satisfaction

99% of our participants are satisfied with the program

Positive Change

Of the participants that submitted new education **70%** have increased their education enough to move to a higher level on the supplement scale.

41% of participants report that they have been better able to address the needs of their family since receiving the salary supplement

43% of our participants have reported that they are actively taking classes and pursuing educational goals

83% of our participants plan to take additional coursework.

"Our job is hard and our pay is low. I work during the day and have a family to take of when I get off in the afternoon. I feel that WAGE\$ recognizes the teacher struggles and that's why the program was created. If not for WAGE\$, I would most likely not be working in the early childhood field. I have been able to buy books and games for my classroom. I have bought educational books for myself as well and have been able to attend conferences with the extra money that I receive from WAGE\$. The checks keep me going but so do the smiles and excitement that I see on my childrens' faces when I introduce new games and ideas for them. I love children and I believe that every child deserves the best that life can offer. Life is hard and I know that I can use a little more money."

—H. Hamdan, Broward County



WAGE\$ Statistics

Active Participants	1,126	
**Scale Levels	1	372
	2	229
	3	30
	4	121
	5	63
	6	229
	7	32
	8	50
Awaiting Payment /Wait List	476	
*2006-2007 Turnover Rate	16%	
Number of Teachers	825	
Number of Directors	85	

*National rate of turnover in child care centers is 30% - 40% annually. (Herzenberger, Price & Bradley, 2005)
**For Scale Level descriptions, see the WAGE\$ Brochure which can be downloaded at [thechildrensforum.com/wage\\$.htm](http://thechildrensforum.com/wage$.htm)

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Head Start Association

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The Florida T.E.A.C.H. Early Childhood® Scholarship Program is licensed by the 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 Agency for Workforce Innovation, Office of Early Learning, local Early Learning Coalitions and private contributors as listed. We appreciate the financial support of our partners to improve the professional development of early childhood educators that ultimately benefits young children in Florida.



For more information regarding the **Florida T.E.A.C.H. Early Childhood® Scholarship Program** or **Child Care WAGE\$® Florida**, please contact the Children's Forum at 877- FL-TEACH (358-3224) or visit thechildrensforum.com/teach.htm

The T.E.A.C.H. program is sponsored by the Children's Forum, Inc., and the State of Florida, Agency for Workforce Innovation.