



ANNUAL REPORT 2021



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 working with young children. T.E.A.C.H. 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 promoting higher education, the program is helping to establish a well-qualified, fairly compensated, and stable workforce for Florida's children. T.E.A.C.H. provides scholarships for early educators to work toward an Associate, Bachelor's, or Master's Degree in early childhood, a Florida Staff Credential, a Florida Director Credential, or credential renewals.

Children

★ **165,618** 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 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 **69** 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 **25,981** credit hours over the last fiscal year.

★ T.E.A.C.H. scholars earned an average GPA of **3.47**.

Compensation

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

★ The median wage for T.E.A.C.H. scholars was **\$12.00**.

★ On average, T.E.A.C.H. scholars earned a **8%** increase in wages over the fiscal year.

Commitment

Through a contractual agreement, T.E.A.C.H. scholars commit to work at their sponsoring programs for an additional year after each scholarship, which reduces staff turnover.

★ The turnover rate for T.E.A.C.H. scholars was **6%** compared to a national average of **30-40%**.

★ **2,100** 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.

★ **1,863** scholarships were awarded to first-time T.E.A.C.H. scholars.

★ **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 and skills, and
- 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

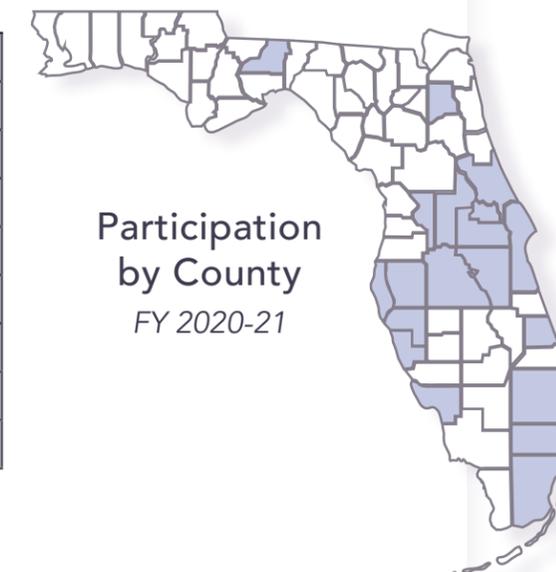
High School Career and Technical Education (CTE) Model

The CTE model offers students graduating from high school career and technical early childhood education programs the opportunity to obtain a National CDA credential with a T.E.A.C.H. scholarship. In fiscal year 2020-21, 816 students from 19 districts participated, with 803 credentials completed or in progress at the end of the fiscal year.



Brevard	30
Broward	59
Clay	51
Hillsborough	10
Lake	40
Lee	9
Leon	14
Manatee	8
Miami-Dade	342
Orange	13

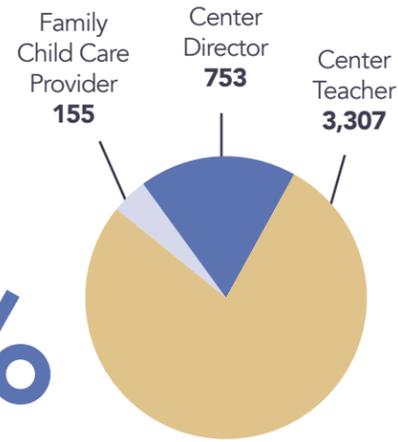
Osceola	12
Palm Beach	49
Pinellas	24
Polk	4
Sarasota	34
Seminole	55
St. Lucie	6
Sumpter	17
Volusia	39



Participation by County
FY 2020-21

DEMOGRAPHICS

Current Scholars by Provider Type:



82%
of scholars were center teachers or family child care providers

Center Type:



60%
of sponsoring centers were for-profit businesses

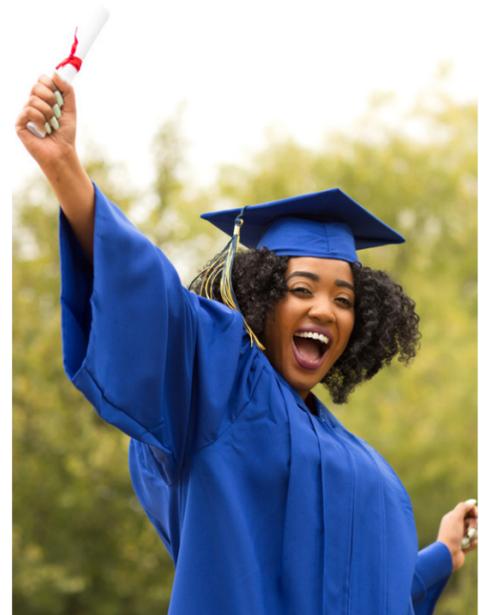
Scholars by County (n = 4,215)

Alachua	61	Duval	306	Holmes	3	Monroe	22	Santa Rosa	30
Baker	1	Escambia	27	Indian River	50	Nassau	9	Sarasota	132
Bay	28	Flagler	28	Jackson	14	Okaloosa	53	Seminole	106
Bradford	4	Franklin	2	Jefferson	4	Okeechobee	34	Sumter	6
Brevard	91	Gadsden	6	Lake	43	Orange	258	Suwannee	8
Broward	462	Gilchrist	2	Lee	120	Osceola	72	Taylor	11
Calhoun	1	Glades	2	Leon	76	Palm Beach	135	Union	6
Charlotte	34	Hamilton	3	Levy	22	Pasco	76	Volusia	139
Citrus	19	Hardee	27	Madison	5	Pinellas	203	Wakulla	10
Clay	31	Hendry	31	Manatee	102	Polk	169	Walton	15
Collier	80	Hernando	42	Marion	50	Putnam	31	Washington	4
Columbia	8	Highlands	31	Martin	35	Saint Johns	75		
DeSoto	19	Hillsborough	307	Miami-Dade	390	Saint Lucie	44		



Scholars by Training Institution (n = 4,215)

Brewster Technical Center	7	Lake-Sumter State College	2	St. Petersburg College	186
Broward College	47	Miami-Dade College	123	State College of Florida, Manatee-Sarasota	235
Central Florida Institute of Training	134	Montessori Academy Training Institute	4	Summit Montessori Teacher Training Institute	8
Child Care of SW Florida	6	Montessori Teacher Training Institute	4	Suncoast Technical College	12
Child Development Education Alliance	70	National Early Childhood Program Accreditation	7	Tallahassee Community College	150
ChildCare Education Institute	373	National Institute of Child Care Management	112	Union Institute & University	1
Childhood Development Services	4	North Florida College	17	University of Central Florida	12
Chipola College	3	Northwest Florida State College	65	University of Florida	13
College of Central Florida	53	Nova Southeastern University	52	University of North Florida	175
Community Coordinated Care for Children, Inc.	18	Orange Technical College	2	University of South Florida	1
Council for Professional Recognition	731	Palm Beach State College	36	Valencia College	12
Daytona State College	121	Pasco-Hernando State College	6		
Eastern Florida State College	44	Pensacola State College	6		
Family Central	136	Pinellas County Schools	2		
Flagler Technical College	16	Pinellas Technical College	30		
Florida Agricultural & Mechanical University	1	Polk State College	67		
Florida Atlantic University	10	Rasmussen College	38		
Florida Gateway College	114	Saint Leo University	8		
Florida Gulf Coast University	2	Santa Fe College	18		
Florida International University	89	Seminole State College of Florida	21		
Florida League of Christian Schools	35	Sheridan Technical College	12		
Florida SouthWestern State College	44	Sistema Universitario Ana G. Mendez	2		
Florida State College at Jacksonville	148	Smart Horizons Institute	338		
Gulf Coast State College	20	South Florida Literacy Institute	90		
Hillsborough Community College	40	South Florida State College	6		
Hillsborough County Schools - Child Care Training Office	1	Springfield College	1		
Indian River State College	67	St. Johns River State College	3		
Jose Maria Vargas University	4				



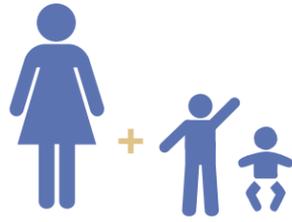
Current Scholars by Age Group Taught:



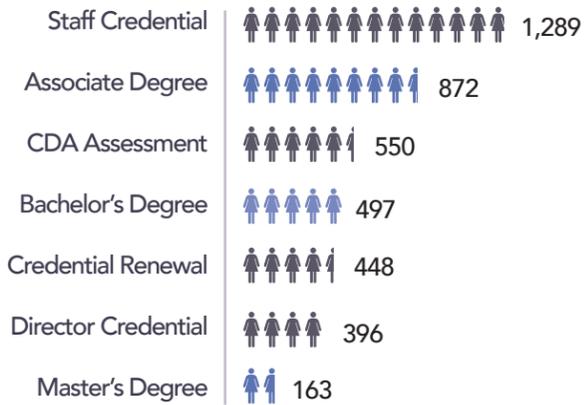
Additionally, 18% of scholars were administrative staff



26%
of scholars taught infants and toddlers



Current Scholars by Scholarship Type:



36%
of scholars were enrolled in degree-seeking scholarships

Average Associate Degree Outcomes:

15 Credit hours earned
8.5% Increase in earnings
8% Turnover

Average Bachelor's Degree Outcomes:

19 Credit hours earned
8.5% Increase in earnings
5% Staff turnover

DIRECTOR SPOTLIGHT

I've been in the field of Early Childhood Education since 1987, with the majority of my career spent working in Head Start programs in Illinois. I learned of the T.E.A.C.H. Scholarship there, and while I was never a recipient, the teachers I supervised did take the opportunity to further their education using T.E.A.C.H. scholarships.

When I moved to Florida in 2014 and began working for Children First, Inc. in Sarasota, I was pleased to learn we were a sponsoring agency for T.E.A.C.H. My role as the Director of Training and Quality Assurance placed me in direct contact with oversight of the program for all Children First scholars. I'd say I've been a T.E.A.C.H. ambassador for over 20 years!

At our highest point in 2019, Children's First had 52 T.E.A.C.H. scholars on staff! We've had the pleasure of watching our scholars successfully fulfill contracts and obtain credentials ranging from the FCCPC all the way to a master's degree. We have had four staff obtain their master's degree on scholarship this program year, with another three enrolled!

I would absolutely recommend the T.E.A.C.H. Scholarship Program to others. It is the best way to grow your workforce and inspire high quality professional development, which in turn increases the overall quality of your program and, in the end, higher outcomes for children.

BRIGETTE DAVIS
Director of Children's First



Brigette Davis



Patty Balint



Sue Loncaric



Maria Valenzuela



Yulfa Hersey



I became involved with T.E.A.C.H. about five years ago when my husband and I, owners of Tiny Steps Learning Center, heard about what the T.E.A.C.H. program offers. We sponsored a lot of our teachers with T.E.A.C.H. scholarships at that time.

Through their professional development, I have seen our teachers feel valued, supported, and appreciated. They have grown as people and educators, and our program has grown in quality.

T.E.A.C.H. also impacted me personally by helping me get my master's in Early Childhood Educational Leadership. I have seven children and would never have been able to afford a master's degree on my own. Earning my degree allowed my children to see that as an adult I still held a high priority on education.

CASSIE BRANCH
Director at Tiny Steps Learning Center

I have been a preschool provider in Martin County, Florida for 33 years. I started out in 1989 in a double wide mobile home as a licensed home child care program, which I ran seven days a week, 24 hours a day.

I first became involved with the T.E.A.C.H. Program in 2004 when I was awarded a T.E.A.C.H. scholarship to begin my education in early childhood. I attended our local college part time while working at the center. Last year I was awarded another scholarship through T.E.A.C.H. to complete my A.S. Degree.

This program has allowed me to further my education and help mentor my staff. I feel very blessed to have this opportunity and to offer the same opportunity to our staff. T.E.A.C.H. has allowed us to learn new strategies and apply them in our classrooms.

I recommend the T.E.A.C.H. Scholarship to all teachers. It is the most rewarding program for our staff. The counselors are helpful, kind, and provide positive guidance in our journey with furthering our education.

DONNA REED
Director of Reed Childcare & Learning center



FINANCIAL REPORT

Revenues

\$9,999,885

OEL.....	\$9,999,885
Employer	\$0
Scholar	\$0

**The Division of Early Learning waived Employer and Scholar co-pays for the 20/21 fiscal year.*

Expenditures

\$9,999,885

Scholarships.....	\$7,800,000
Admin	\$500,000
Program.....	\$1,699,885

Professional Development Advisory Council

Sharon Carie
Florida Afterschool Alliance

Chris Duggan
Florida Association for the Education of Young Children

Shan Goff
Florida Division of Early Learning

Linda Hood
Kids World of Chipley

Roy Keister
Florida Association for Child Care Management

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Private Consultant

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Business Leadership Institute for Early Learning

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Rachel Spector
The Children's Trust

Tiffany Taylor-Jones
Lastinger Center for Learning

Tammy Tener
Florida Family Child Care Home Association

Donna Thornton-Roberts
Child Development Education Alliance

Melinda Webster
Florida Division of Early Learning

Christian Winterbottom
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.