

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



ANNUAL REPORT 2023

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 workforce for Florida's children. T.E.A.C.H. provides scholarships for

educators including early learning program teachers and directors, out-of-school-time professionals, family child care educators, and child care facility owners to work toward credentials, credential renewals, college credits and certificates, or Associate, Bachelor's, and Master's degrees in early childhood education.

Children

★ **172,721** 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. creates a three-way partnership in which the early childhood educator (the scholar), the sponsoring program (their employer), and the T.E.A.C.H. program share the costs for tuition, books, and time away from work.

★ T.E.A.C.H. scholars attended **59** approved training programs, colleges, and universities.

★ **99%** of sponsors and scholars would recommend T.E.A.C.H. to other early educators.

Higher 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 **22,390** 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 learning workforce, scholars earn a T.E.A.C.H. bonus and most receive a raise or bonus from their employer after the successful completion of a scholarship contract.

★ The median wage for T.E.A.C.H. scholars was **\$15.00 per hour**.

★ On average in the last fiscal year, the wages for T.E.A.C.H. scholars increased by **11.42%**

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 **4.4%** compared to a national average of **30-40%**.

★ **1,927** 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 **2,137** 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 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.

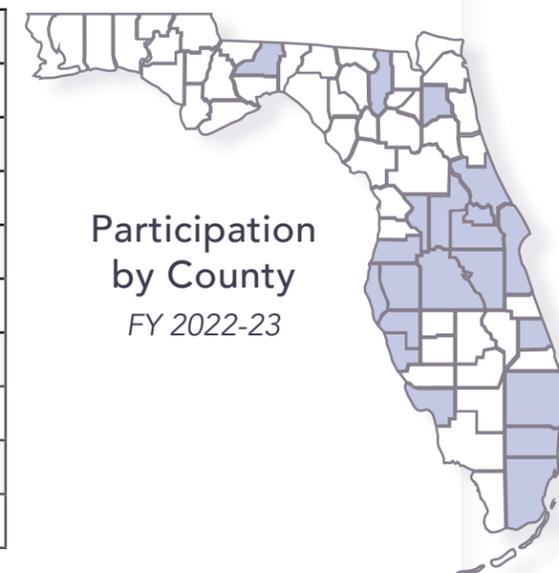
RAPID CREDENTIALS

High School Career and Technical Education (CTE) Model

The CTE 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 2022-23, 985 students from 21 districts used this scholarship model to their advantage, with 965 credentials completed or in progress to date.

Brevard	34
Broward	202
Clay	47
Columbia	6
Hillsborough	24
Lake	29
Lee	1
Leon	21
Manatee	12
Miami-Dade	280
Orange	52

Osceola	6
Palm Beach	80
Pasco	2
Pinellas	37
Polk	14
Saint Lucie	10
Sarasota	3
Seminole	83
Sumter	14
Volusia	28



Participation by County
FY 2022-23



THANK YOU, SCHOLARS, FOR YOUR HARD WORK AND DEDICATION!

Did you know more than **67,000** scholarships have been awarded to over **44,400** scholars to attend colleges, universities, vocational-technical schools, and community-based training institutions across the state since T.E.A.C.H. received its statewide funding on July 1, 1998?

Through the T.E.A.C.H. Early Childhood® Scholarship Program, scholars have earned over **187,650** credit hours toward their associate degree, with **1,727** scholars having graduated with their associate degree. T.E.A.C.H. is also proud to have supported more than **400** scholars who earned their bachelor's and master's degrees. Congratulations to all our graduates over the years!

Scholars by Training Institution (n = 4,016)

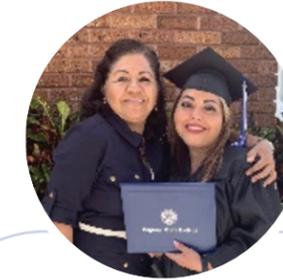
Broward College	52	Florida SouthWestern State College	26	Pensacola State College	4
Central Florida Institute of Training	125	Florida State College at Jacksonville	151	Pinellas Technical College	21
Child Care of SW Florida	1	Gulf Coast State College	20	Polk State College	44
Child Development Education Alliance	58	Hillsborough Community College	61	Rasmussen College	44
ChildCare Education Institute	403	Indian River State College	62	Saint Leo University	5
Childhood Development Services	7	Jose Maria Vargas University	4	Santa Fe College	13
College of Central Florida	38	Manatee Technical College	1	Seminole State College of Florida	52
Community Coordinated Care for Children, Inc.	6	Miami-Dade College	138	Sheridan Technical College	13
Council for Professional Recognition	933	Montessori Academy Training Institute	6	Smart Horizons Institute	253
Daytona State College	94	Montessori Teacher Training Institute	2	South Florida Literacy Institute	42
Early Education and Care, Inc.	3	National Early Childhood Program Accreditation	23	St. Petersburg College	144
Eastern Florida State College	22	National Institute of Child Care Management	115	State College of Florida, Manatee-Sarasota	215
Family Central	124	North Florida College	21	Suncoast Technical College	3
Flagler Technical College	11	Northwest Florida State College	69	Tallahassee Community College	111
Florida Atlantic University	12	Nova Southeastern University	26	University of Central Florida	11
Florida Gateway College	125	Orange Technical College	1	University of Florida Lastinger Center	6
Florida Gulf Coast University	2	Palm Beach State College	24	University of North Florida	146
Florida International University	91	Pasco-Hernando State College	3	University of South Florida	1
Florida League of Christian Schools	27			Valencia College	1

T.E.A.C.H. TESTIMONIALS



"I began working in Early Childhood Education in 1996, right out of high school. I fell in love with working with young children and began going to college for my degree in 2001. Life began to get in the way of completing my education and I wasn't able to finish my degree. In 2017 I decided to finish my associate degree but I didn't know how I was going to pay for it. T.E.A.C.H. helped with tuition and I was able to graduate with my associate degree in 2019 but I wasn't done. I decided to continue on a get my bachelors degree. Now, after 26 years of working with children, I am graduating in May with my bachelor's degree. The amount of opportunities this degree is going to provide me is extraordinary. I am so grateful for T.E.A.C.H. and all their support."

—JESSICA EVANS



"The T.E.A.C.H. Early Childhood® Scholarship Program has given me the opportunity to make my educational dreams become a reality. When I started my bachelor's degree, T.E.A.C.H. Florida Counselors Martha and Doretta were supportive and helpful through the entire process. I am so grateful for the work and influence, even from a distance, that these women have had in my life. Along with support from my school and sponsor, I have grown professionally and as a teacher to the students in my classroom. I am forever grateful to the Children's Forum for T.E.A.C.H.!"

—KATHERINE MARTINEZ



I started this field and basic classes 18 years ago. I started, stopped and started again for my CDA. After a few years, I decided to try taking more classes toward a degree. I had a couple of kids along the way, a pandemic, my complete fear of online courses and limited availability for evening in person courses, all showing me down. Around 2021, I decided to finally give in to my only option—online courses. It was a slow go, but I was determined, after all this time, I was going to finish. So, May 5, 2023, at the age of 40—mother of a 14yr old and a 3yr old—I GRADUATED! I literally cried walking across the stage, shocked and proud that I finally did it. Had T.E.A.C.H. not helped me financially, there's no way I would have been able to afford all the classes and materials and would have completely given up. Thanks for all you guys do!

—ERIKA RAFULS



T.E.A.C.H. SCHOLARS!

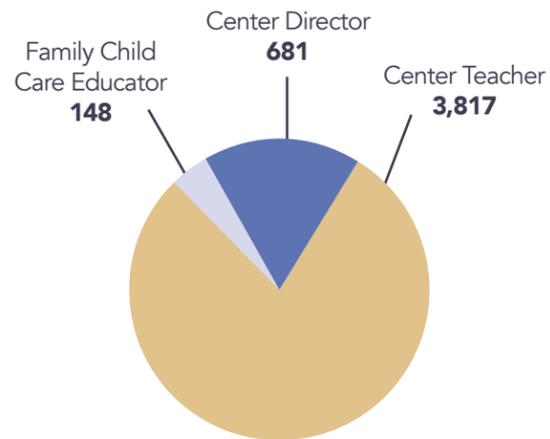
Early Childhood Educator
INCENTIVE\$
Florida

Did you know that you could earn an extra \$450 to \$5,000 each year with Early Childhood Educator INCENTIVE\$ Florida* as you further your education through T.E.A.C.H.? Like the T.E.A.C.H. Scholarship, INCENTIVE\$ is dedicated to increased professional development, compensation, and a commitment to our state's early childhood workforce. You can learn more about this program at incentives-fl.com.

*INCENTIVE\$ is available in Broward, Hillsborough, Marion, Osceola, and Orange counties.

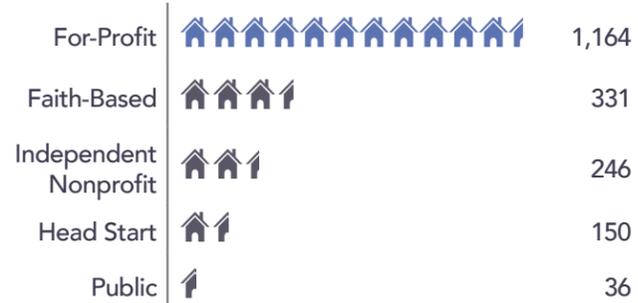
DEMOGRAPHICS

Current Scholars by Provider Type:



83% of scholars were center teachers or family child care educators

Center Type:



60% of sponsoring centers were for-profit businesses

Average Associate Degree Outcomes:

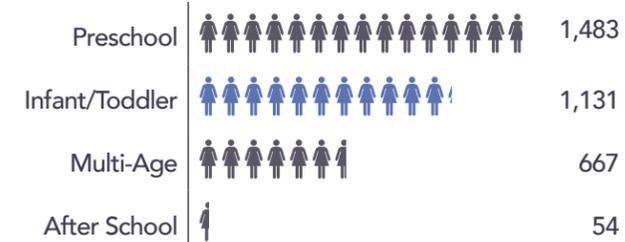
16.2 Credit hours earned
16.8% Increase in earnings
6.3% Staff Turnover

Average Bachelor's Degree Outcomes:

19.7 Credit hours earned
14.8% Increase in earnings
5.3% Staff Turnover



Current Scholars by Age Group Taught:

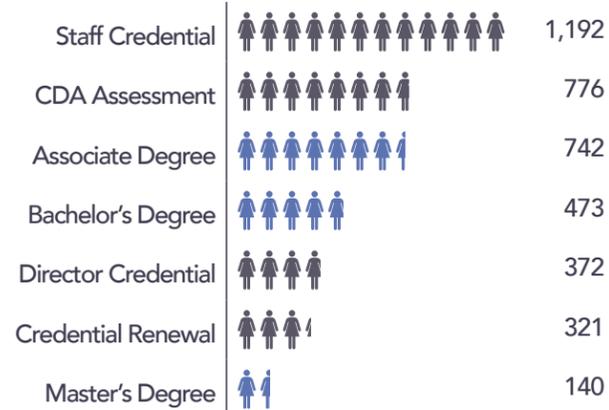


Additionally, 17% of scholars were administrative staff



28% of scholars taught infants and toddlers

Current Scholars by Scholarship Type:



34% of scholars were enrolled in degree-seeking scholarships

Scholars by County (n = 4,016)

Alachua	50	Franklin	8	Levy	14	Saint Johns	59
Baker	4	Gadsden	7	Madison	7	Saint Lucie	45
Bay	43	Gilchrist	6	Manatee	112	Santa Rosa	17
Bradford	11	Gulf	11	Marion	50	Sarasota	99
Brevard	101	Hamilton	3	Martin	33	Seminole	87
Broward	454	Hardee	22	Miami-Dade	361	Sumter	7
Calhoun	10	Hendry	31	Monroe	21	Suwannee	10
Charlotte	34	Hernando	39	Nassau	10	Taylor	18
Citrus	23	Highlands	28	Okaloosa	49	Union	6
Clay	32	Hillsborough	342	Okeechobee	22	Volusia	97
Collier	95	Holmes	2	Orange	244	Wakulla	3
Columbia	17	Indian River	47	Osceola	55	Walton	16
DeSoto	6	Jackson	12	Palm Beach	106	Washington	6
Dixie	1	Jefferson	3	Pasco	64		
Duval	297	Lake	59	Pinellas	194		
Escambia	31	Lee	106	Polk	132		
Flagler	44	Leon	64	Putnam	29		



FINANCIAL REPORT

Revenues

\$10,915,806

DEL	\$9,997,380
Employer	\$388,406
Scholar	\$530,020

Expenditures

\$10,915,806

Scholarships.....	\$8,816,086
Admin	\$399,720
Program.....	\$1,700,000

PROFESSIONAL DEVELOPMENT ADVISORY COUNCIL

Raquel M. Diaz, Ed.D.
Lastinger Center for Learning

Robyn Fern Perlman
Business Leadership Institute for Early Learning

Molly Grant
Association of Early Learning Coalitions

Gege Kreischer
Early Childhood Education Private Consultant

Debra Metcalfe-Hazelwood
Polk State College

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Florida Department of Education/Division of Early Learning

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Florida After School, Inc.

Wendy Occhipinti
Florida Association for the Education of Young Children

Hue Reynolds
Florida Department of Children and Families

Gordia Ross
Early Learning Coalition of Broward County

Jennifer Shields
Florida Association for Child Care Management

Kimberly Singer
Head Start Collaboration Office – FLDOE/DEL

Rachel Spector
The Children's Trust

Tammy Tener
Florida Family Child Care Home Association

Donna Thornton-Roberts
Child Development Education Alliance

Donna Williams
Florida Department of Children and Families

Christian Winterbottom, Ph.D.
University of North 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



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.