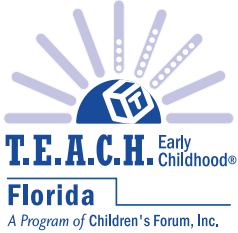


T.E.A.C.H. EARLY CHILDHOOD® SCHOLARSHIP PROGRAM



ANNUAL REPORT 2024

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



The T.E.A.C.H. Early Childhood® Scholarship Program is a national, evidence-based strategy that makes higher education more attainable for early learning educators through the program's shared cost approach. T.E.A.C.H. (Teacher Education And Compensation Helps) provides scholarships and comprehensive support for recipients to work toward state and national credentials, college credits and certificates, or Associate, Bachelor's, and Master's degrees in early childhood education. By encouraging higher education efforts, the program works to establish a well-qualified, fairly compensated, and stable early learning workforce for Florida's children.

Children

- ★ **169,109** children were enrolled in early learning programs and family child care homes that employ T.E.A.C.H. scholars in Florida.

Comprehensive Scholarships

T.E.A.C.H. creates a three-way partnership between the scholar (early learning educator), the sponsor (their employer), and the T.E.A.C.H. scholarship program, with all three contributing to the costs for tuition, books, and other related expenses.

- ★ T.E.A.C.H. scholars attended **56** approved training programs, colleges, and universities.
- ★ **99%** of sponsors and scholars would recommend T.E.A.C.H. to other early learning educators.

Higher Education

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

- ★ Over the last fiscal year, T.E.A.C.H. scholars took **22,370** credit hours.
- ★ 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 **\$15.84 per hour**.
- ★ On average, the wages for T.E.A.C.H. scholars increased by **10.65%** over the last fiscal year.

Commitment

Through their scholarship contracts with T.E.A.C.H., scholars commit to staying with their center or home at least six additional months once their credential or degree program is completed.

- ★ The turnover rate for T.E.A.C.H. scholars was **6.2%** compared to a national average of **30-40%**.
- ★ **1,868** early learning programs sponsored at least one T.E.A.C.H. scholar.

Counselors

T.E.A.C.H. counselors promote scholar success by providing academic, career pathway, and administrative support.

- ★ Counselors assisted **2,181** first-time T.E.A.C.H. scholars through the scholarship process.
- ★ **99%** of scholars found their T.E.A.C.H. counselor and T.E.A.C.H. staff supportive

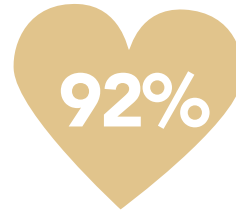
FEEDBACK



of sponsors have seen no increase in fees to parents.



of sponsors have seen positive change in their teachers with increased early childhood knowledge and skills.



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



of scholars found their child care center supportive.

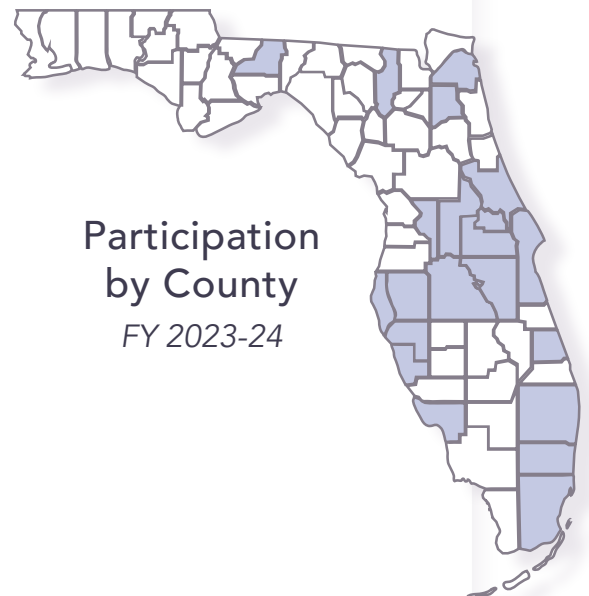
RAPID CREDENTIALS

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 2023-24, 1,137 students from 21 districts took advantage of this scholarship, with 1,100 credentials completed or in progress to date.

Brevard	33
Broward	202
Clay	38
Columbia	4
Duval	6
Hillsborough	28
Lake	60
Lee	6
Leon	12
Manatee	29
Miami-Dade	306

Orange	59
Osceola	23
Palm Beach	103
Pinellas	41
Polk	13
Saint Lucie	11
Sarasota	3
Seminole	108
Sumter	17
Volusia	35



Participation by County
FY 2023-24



THANK YOU FOR YOUR HARD WORK AND DEDICATION, SCHOLARS!

Did you know more than **72,000** scholarships have been awarded to over **47,500** scholars to attend colleges, universities, vocational-technical schools, and community-based training institutions throughout Florida 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, Florida scholars have earned **313,639** total credit hours over the years. T.E.A.C.H. is proud to have supported **1,808** scholars in earning their Associate degrees and **462** scholars in completing their Bachelor's and Master's degrees this past year. Congratulations to all our graduates!

Scholars by Training Institution (n = 3,828)

Brewster Technical College	2	Florida International University	78	Pasco-Hernando State College	2
Broward College	50	Florida League of Christian Schools	23	Pensacola State College	10
Central Florida Institute of Training	118	Florida SouthWestern State College	19	Pinellas Technical College	23
Child Care of SW Florida	1	Florida State College at Jacksonville	150	Polk State College	39
Child Development Education Alliance	62	Gulf Coast State College	16	Rasmussen University	54
ChildCare Education Institute	377	Hillsborough Community College	53	Saint Leo University	5
Childhood Development Services	8	Indian River State College	52	Santa Fe College	12
Chipola College	1	Jose Maria Vargas University	7	Seminole State College of Florida	49
College of Central Florida	25	Lake-Sumter State College	1	Sheridan Technical College	12
Community Coordinated Care for Children, Inc.	6	Miami-Dade College	127	Smart Horizons Institute	273
Council for Professional Recognition	1,000	Montessori Academy Training Institute	10	South Florida Literacy Institute	67
Daytona State College	60	National Early Childhood Program Accreditation	26	St. Petersburg College	115
Early Education and Care, Inc	1	National Institute of Child Care Management	61	State College of Florida, Manatee-Sarasota	185
Eastern Florida State College	20	North Florida College	22	Summit Montessori Teacher Training Institute	1
Family Central	122	Northwest Florida State College	56	Tallahassee Community College	97
Flagler Technical College	5	Nova Southeastern University	19	University of Central Florida	13
Florida Atlantic University	15	Orange Technical College	3	University of Florida	9
Florida Gateway College	106	Palm Beach State College	18	University of North Florida	138
Florida Gulf Coast University	2			Valencia College	2



T.E.A.C.H. TESTIMONIALS



"I did it! I graduated WITH HONORS (cum laude)! I received my B.A. in Education Studies with a Specialization in Early Childhood Development. Thank you to the wonderful T.E.A.C.H. Florida program. Without it, this dream of mine would have probably never become a reality.

It was Mother's Day weekend, and this moment was extra special. It was the moment I looked into the audience to see my family, my husband, and our two daughters cheering me on.

To have my daughters witness this accomplishment was the best Mother's Day gift I could have ever received. Thank you T.E.A.C.H.!"

—LAUREN MEABE



(B.A. in Education Studies with a Specialization in Early Childhood Development - Saint Leo University)



"The assistance I received from the T.E.A.C.H. Scholarship helped to alleviate financial barriers that would have prohibited the achievement of a higher education.

Thanks for the opportunity to enhance my skills and offer higher levels of quality care to children and families."

**—SHENDORIA
MIDDLEBROOKS**

(B.S. in Educational Studies and Community Leadership/Preschool Education - St. Petersburg College)



"If not for T.E.A.C.H., there was no way I was going to be able to operate my family child care home business and pay for school. With the help of the T.E.A.C.H. program, I graduated this past week with my B.S. in Educational Studies, with a focus in Early Childhood. The knowledge I gained through my higher education and my experience in ECE have also helped me to obtain the Gold Seal Quality Care Program designation for my business with one of the country's largest, nationally recognized family child care home accrediting agencies. I can't wait to continue my journey towards my Master's degree next fall!"

—TABREE FORT



(B.S. in Educational Studies/Early Childhood Education - St. Petersburg College)

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

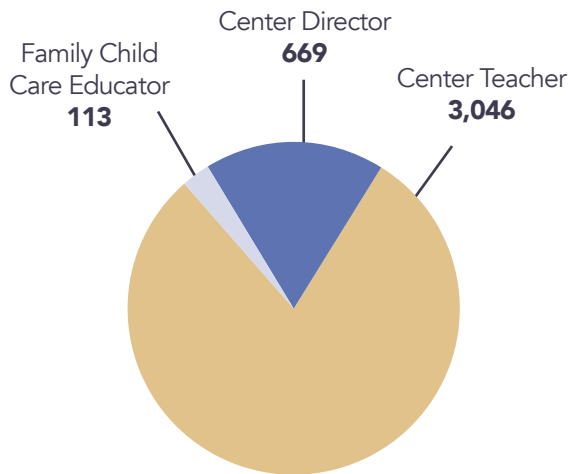
Did you know that as you further your education through T.E.A.C.H., you could earn an extra \$450 to \$5,000 each year with the Early Childhood Educator INCENTIVE\$ Florida Program*? Like the T.E.A.C.H. Scholarship, INCENTIVE\$ is dedicated to continuing and higher education, increased compensation, and a commitment to our state's early learning workforce. Eligible T.E.A.C.H. Scholars can use their existing CF Portal Account to apply today!

**INCENTIVE\$ is a locally supported quality initiative, subject to funding availability. The program is currently active in participating counties, including Broward, Hillsborough, Marion, and Osceola.*

Early Childhood Educator
INCENTIVE\$
Florida

DEMOGRAPHICS

Current Scholars by Provider Type:



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

Center Type:



59% of sponsoring centers were for-profit businesses

Current Scholars by Age Group Taught:

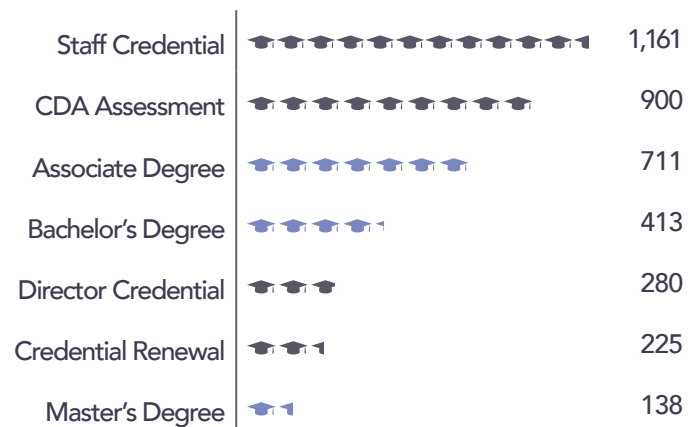


Additionally, 17.5% of scholars were administrative staff



28% of scholars taught infants and toddlers

Current Scholars by Scholarship Type:



33% of scholars were awarded degree-seeking scholarships

Average Associate Degree Outcomes:

16 Credit hours earned
 15.5% Increase in earnings
 90.7% Staff retention rate

Average Bachelor's Degree Outcomes:

19.6 Credit hours earned
 13.9% Increase in earnings
 93.3% Staff retention rate

Scholars by County (n = 3,828)

Alachua	55	Franklin	23	Leon	55	Putnam	17
Baker	4	Gadsden	13	Levy	7	Saint Johns	69
Bay	36	Gilchrist	10	Madison	5	Saint Lucie	38
Bradford	8	Glades	2	Manatee	93	Santa Rosa	23
Brevard	83	Gulf	7	Marion	37	Sarasota	95
Broward	387	Hamilton	11	Martin	20	Seminole	80
Calhoun	7	Hardee	21	Miami-Dade	475	Sumter	6
Charlotte	30	Hendry	21	Monroe	24	Suwannee	9
Citrus	14	Hernando	27	Nassau	8	Taylor	12
Clay	29	Highlands	30	Okaloosa	30	Union	5
Collier	74	Hillsborough	246	Okeechobee	28	Volusia	98
Columbia	20	Holmes	3	Orange	293	Wakulla	1
DeSoto	36	Indian River	42	Osceola	56	Walton	8
Dixie	40	Jackson	13	Palm Beach	106	Washington	9
Duval	260	Jefferson	2	Pasco	73		
Escambia	52	Lake	51	Pinellas	142		
Flagler	47	Lee	81	Polk	121		



FINANCIAL REPORT

Revenues

\$12,106,545

DEL	\$11,142,943
Employer	\$408,327
Scholar	\$555,275

Expenditures

\$12,106,545

Scholarships.....	\$9,660,595
Admin	\$557,147
Program.....	\$1,888,803

PROFESSIONAL DEVELOPMENT ADVISORY COUNCIL

Tyran Butler, Ph.D.
University of Florida - Lastinger Center

Robyn Fern Perlman
Business Leadership Institute for Early Learning

Molly Grant
Association of Early Learning Coalitions

Gege Kreischer
Early Childhood Education Private Consultant

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Florida Association for Child Care Management

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Head Start Collaboration Office – FLDOE/DEL

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Association of Christian Early Education
(formerly CDEA)

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.