

TEACH EARLY CHILDHOOD® SCHOLARSHIP PROGRAM



A Program of Children's Forum, Inc.

ANNUAL REPORT 2025

WHAT IS TEACH?

Teacher Education and Compensation Helps (TEACH)

The TEACH Early Childhood® Scholarship Program is a national, evidence-based strategy that makes higher education more attainable and increases staff retention and compensation for early learning educators. TEACH provides scholarships and support for recipients to earn credentials, college credits and certificates, and degrees in early childhood education or related fields. TEACH is a partnership between the scholar (early learning educator), the sponsor (their employer), and the TEACH Scholarship Program, whereby each contributes to the costs for tuition and related expenses.

Education

A specified number of hours in an approved early childhood credential or degree program is a scholarship requirement.

- ★ Over the last fiscal year, TEACH scholars took **25,496** credit hours.
- ★ TEACH scholars earned an average GPA of **3.49**.

Compensation

To support the economic viability of the state's early learning workforce, scholars earn a TEACH bonus and most receive an additional bonus or raise from their employer after the successful completion of a scholarship contract.

- ★ On average, the wages for TEACH scholars increased **8.41%** over the last fiscal year.
- ★ The median wage for TEACH scholars was **\$16.00 per hour**.

Workforce Retention

Scholarship requirements include a commitment for the scholar to stay with their sponsoring employer at least six months once their credential or degree program is completed.

- ★ The turnover rate for TEACH scholars was **4.4%** compared to a national average of **30-40%**.
- ★ **2,280** early learning programs sponsored at least one TEACH scholar.
- ★ **88%** of sponsors did not have to increase parent fees to sponsor a scholar.
- ★ **92%** of scholars found their child care employer supportive.

Counselors

Invaluable to the process, TEACH Counselors promote scholar success by providing academic, career pathway, and administrative support.

- ★ Counselors assisted **2,974** first-time TEACH scholars through the scholarship process.

Benefits to Florida Children

203,838 children were enrolled in early learning programs and family child care homes that employ TEACH scholars in Florida.

- ★ A majority of sponsors (**94%**) saw positive changes in the early childhood knowledge and skills of their TEACH participants.



FLORIDA

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FEEDBACK



of sponsors and scholars would recommend TEACH to other early educators in the field.



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



of scholars found their TEACH counselor and TEACH staff supportive.

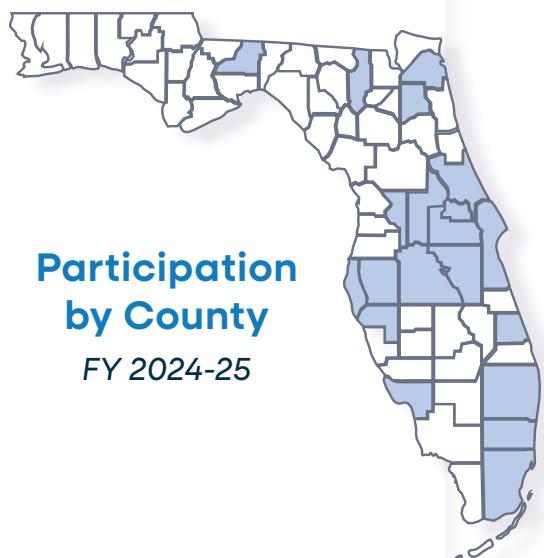
High School Career and Technical Education (CTE) Model

The CTE scholarship model offers high school students the opportunity to obtain a staff credential as part of their regular curriculum. Upon graduation, students have a better prospect for employment in early childhood and a step on a career pathway. Students are encouraged to apply for the National Child Development Associate (NCDA) credential as part of this program.

In fiscal year 2024-25, 1,143 students from 20 school districts participated in this youth-oriented scholar model, with 1,100 credentials completed or currently in progress.

Brevard	43
Broward	167
Clay	66
Columbia	2
Duval	10
Hillsborough	29
Lake	56
Lee	2
Leon	23
Manatee	22

Miami-Dade	251
Orange	95
Osceola	20
Palm Beach	99
Pinellas	52
Polk	20
Saint Lucie	10
Seminole	102
Sumter	17
Volusia	57



THANK YOU FOR YOUR HARD WORK AND DEDICATION, SCHOLARS!

TEACH is proud to have supported **1,854** scholars in earning their associate degrees and **539** scholars in completing their bachelor's and master's degrees this past year. TEACH scholars attended **56** TEACH approved training programs, colleges, and universities. Congratulations to all our graduates!

Scholars by Training Institution/Credentialing Program (n = 5,351)

Best Friends for Kidz Training	14	Florida State College at Jacksonville	177	Pinellas County Schools	1
Broward College	83	Florida State University of Panama City	1	Pinellas Technical College - Clearwater	30
Central Florida Institute of Training	136	Gulf Coast State College	22	Pinellas Technical College - St. Pete	23
Child Development Education Alliance	59	Hillsborough Community College	75	Polk State College	51
ChildCare Education Institute	460	Indian River State College	78	Rasmussen University	75
Childhood Development Services	7	Jose Maria Vargas University	11	Saint Leo University	4
College of Central Florida	25	Lake-Sumter State College	1	Santa Fe College	19
Community Coordinated Care for Children, Inc.	5	Miami-Dade College	310	Seminole State College of Florida	75
Council for Professional Recognition	1,690	Montessori Academy Training Institute	34	Sheridan Technical College	10
Daytona State College	97	National Early Childhood Program Accreditation	25	Smart Horizons Institute	284
Eastern Florida State College	17	National Institute of Child Care Management	132	South Florida Literacy Institute	176
Family Central	48	North Florida College	20	St. Petersburg College	139
Flagler Technical College	7	Northwest Florida State College	66	State College of Florida, Manatee-Sarasota	219
Florida Atlantic University	15	Nova Southeastern University	21	Summit Montessori Teacher Training Institute	2
Florida Gateway College	103	Orange Technical College	5	Tallahassee State College	97
Florida Gulf Coast University	4	Palm Beach State College	27	University of Central Florida	11
Florida International University	71	Pasco-Hernando State College	5	University of Florida	27
Florida League of Christian Schools	40	Pensacola State College	7	University of North Florida	185
Florida SouthWestern State College	22	Florida SouthWestern State College	22	Valencia College	3



VOICES FROM THE FIELD

Adriana Antonio López completed her Staff Credential with TEACH Florida in 2023. She continued her education and has since earned her associate degree in ECE, and is currently working on her bachelor's degree. Adriana was honored by the Florida Association for the Education of Young Children (FLAEYC) in October 2025 as their Infant-Toddler Educator of the Year. Her TEACH Counselor, Martha, attended that conference and the two had the opportunity to finally meet.



"Thank you so much for everything! I was so excited to receive this award—it felt like a beautiful dream. I couldn't believe what was happening around me, and I just wanted to let you know that I never imagined I'd be able to meet you face to face. Thank you for all these years of guidance and support. It means the world to me." - **Adriana**

97% of scholars found their sponsoring early learning program supportive



TEACH Scholar, Brenda Haag, recently graduated from State College of Florida, Manatee-Sarasota with her bachelor's degree in early childhood education (magna cum laude).

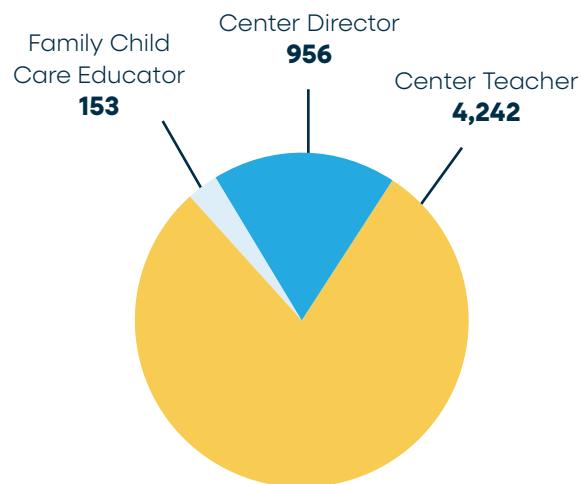
Along her educational journey with TEACH, Brenda has successfully completed 14 TEACH contracts, including earning her associate degree back in 2015.

Way to go, Brenda!

99% of scholars graded TEACH Scholarship as good or excellent

DEMOGRAPHICS

Current Scholars by Provider Type:



82% of scholars had direct teaching responsibilities

Program Type:

For-Profit	1,419
Faith-Based	393
Independent Nonprofit	265
Head Start	151
Public School	52

62% of sponsoring programs were for-profit businesses

Current Scholars by Age Group Taught:

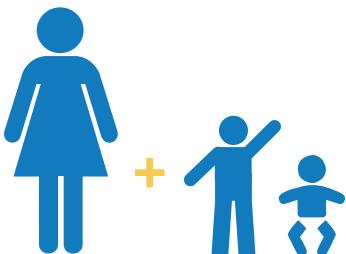
Preschool	1,923
Infant/Toddler	1,501
Multi-Age	950
After School	21
Administrative	956

Additionally, 17.5% of scholars were administrative staff

Current Scholars by Scholarship Type:

Staff Credential	1,534
CDA Assessment	1,510
Associate Degree	873
Director Credential	462
Bachelor's Degree	446
Credential Renewal	344
Master's Degree	182

28%
of scholars taught infants and toddlers



28%
of scholars were awarded degree-seeking scholarships



Average Associate Degree Outcomes:

16 Credit hours earned

13% Increase in earnings

4.9% Staff turnover rate

Average Bachelor's Degree Outcomes:

20 Credit hours earned

12% Increase in earnings

3.4% Staff turnover rate



Scholars by County (n = 5,351)

Alachua	58
Baker	10
Bay	53
Bradford	12
Brevard	115
Broward	550
Calhoun	9
Charlotte	28
Citrus	14
Clay	39
Collier	100
Columbia	38
DeSoto	56
Dixie	57
Duval	360
Escambia	55
Flagler	65

Franklin	34
Gadsden	13
Gilchrist	10
Glades	1
Gulf	6
Hamilton	7
Hardee	25
Hendry	24
Hernando	31
Highlands	31
Hillsborough	309
Holmes	7
Indian River	61
Jackson	20
Jefferson	2
Lafayette	1
Lake	67

Lee	90
Leon	63
Levy	6
Liberty	1
Madison	1
Manatee	109
Marion	57
Martin	34
Miami-Dade	831
Monroe	18
Nassau	5
Okaloosa	45
Okeechobee	31
Orange	398
Osceola	98
Palm Beach	181
Pasco	95

Pinellas	184
Polk	161
Putnam	18
Saint Johns	98
Saint Lucie	78
Santa Rosa	34
Sarasota	117
Seminole	106
Sumter	14
Suwannee	11
Taylor	18
Union	5
Volusia	149
Wakulla	2
Walton	17
Washington	8



\$ FINANCIAL REPORT

Revenues

\$18,294,181

DEL \$16,999,982
Employer \$551,758
Scholar \$742,441

Expenditures

\$18,294,181

Scholarships \$14,554,199
Admin \$849,997
Program \$2,889,985

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

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Early Childhood Education Private Consultant

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Polk State College

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Florida After School, Inc.

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Florida Department of Children and Families

Gordia Ross

Early Learning Coalition of Broward County

Tripp Crouch

Florida Association for Child Care Management

Kimberly Singer

Head Start Collaboration Office - FLDOE/DEL

Tammy Tener

Florida Family Child Care Home Association

Donna Thornton-Roberts

Association of Christian Early Education
(formerly CDEA)

Christian Winterbottom, Ph.D.

University of North Florida



A Program of Children's Forum, Inc.

For more information regarding the Florida
TEACH 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 TEACH Early Childhood® Scholarship Program is licensed by Early Years 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.