

# T.E.A.C.H. Early Childhood® Scholarship Program



**Professional Development Opportunities  
in Early Care and Education**

# Frequently Asked Questions

## Who benefits from the T.E.A.C.H. Early Childhood® Scholarship Program?

- **Child care programs:** Child care programs benefit by having staff members who are more knowledgeable about quality early childhood practices. Programs will experience reduced turnover which increases the quality and marketability of the program.
- **Participants:** Teachers, directors, owners and family child care providers increase their knowledge as they attend classes and are better compensated through participation in the program. In turn, they experience increased professional status and job satisfaction.
- **Children:** Children are the main beneficiaries of the T.E.A.C.H. program. Children benefit by having consistent caregivers with a commitment to the field. They benefit from caregivers who are specialists in early childhood education, who understand child development and who are sensitive to the needs of very young children.

## What is the T.E.A.C.H. Early Childhood® Scholarship Program?

The T.E.A.C.H. Program:

- Links training, compensation and commitment to improving the quality of early care and education experiences for young children and their families
- Provides scholarships for early childhood teachers and facility directors to work toward earning a Bachelor degree or Associate degree in early childhood education, a Child Development Associate (CDA) Credential, a Florida Staff Credential or a Director Credential
- Involves a partnership for the sharing of expenses by the Scholar, the sponsoring child care center or family child care home and the T.E.A.C.H. Early Childhood® Scholarship Program.

# Frequently Asked Questions

## Who is eligible for a scholarship?

Child care center teachers, directors, owners and family child care providers may be eligible for a scholarship if they:

- Are Florida residents
- Have a high school diploma from an accredited high school or GED
- Are employed by a licensed or license-exempt child care facility, by a licensed or registered family child care home or by a licensed afterschool program
- Work a minimum of 20 hours per week in a classroom with a birth through Pre-K population (directors are exempt from the “classroom” portion of this requirement) and/or work a minimum of 20 hours per week in a licensed afterschool program
- Have the sponsorship of the program which employs them
- Work a minimum of 520 hours per year



## Frequently Asked Questions

### What commitments are early childhood programs required to make?

In most scholarship models, early childhood programs agree to sponsor an employee by:

- Contributing a portion of the cost of tuition
- Giving the participating recipient 3 hours of paid release time each week while classes are in session (T.E.A.C.H. reimburses the center for a part of that cost)
- Awarding the participant a bonus or raise upon completion of the contract requirements.

### What kind of support does the T.E.A.C.H. Program provide?

The T.E.A.C.H. Early Childhood® Scholarship Program provides:

- The majority of the cost of tuition and books
- For most scholars, a per semester stipend for travel or for internet access
- A bonus for scholars who complete their contract
- Counseling and administrative support
- In most scholarship models, reimbursement to the child care center or family child care home for release time given scholars.

### What commitments are scholars required to make?

Scholars must:

- Attend classes and successfully complete courses
- Pay a portion of the cost of tuition and books
- Agree to remain in the sponsoring child care center or family child care home for a specific period of time following the completion of their contracts (typically one year).

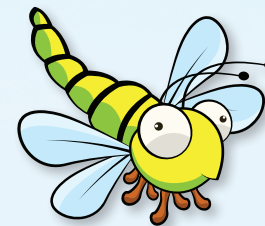
## Frequently Asked Questions

### Can I afford to sponsor my staff with a T.E.A.C.H. scholarship?

Chances are, yes. The important question is whether you can afford NOT to sponsor your staff. Turnover rates in early care and education are between 30-40% nationally. For Florida T.E.A.C.H. scholars, the turnover rate is approximately 6%. As many directors know, turnover is expensive and can range from several hundred dollars per employee to as high as 1.5 times an employee's annual salary. In most situations, scholars who complete a contract with T.E.A.C.H. make a commitment to stay with the center that sponsored them for up to a year following completion of their contract.

T.E.A.C.H. financially reimburses the sponsor for the 3 hours per week that the scholar is released from work to focus on studies. This means there is money going back to the sponsor to help offset the small contribution to tuition, the cost of a substitute if needed, or the bonus awarded at the end of a contract.

Creative and cost effective ways to structure Release Time within your program are listed on page 7. Please contact us if you have any reservations about participating in the T.E.A.C.H. Early Childhood® Scholarship program. We will gladly connect you with a director who has seen the positive impact T.E.A.C.H. has had on his or her program.



# Application Information

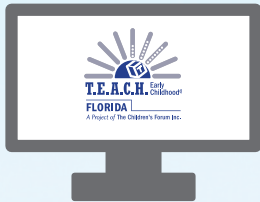
## What do I need to complete an application?

- Personal email address\*
- DCF transcript
- Copies of ECE certificates and/or college transcripts
- Email address for the child care program where you are employed
- License number (or employer's Federal ID number) of the program where you are employed
- For public school employees, provide license number or zip code of the school where you are employed
- NAEYC accreditation status of child care program where you are employed
- Number of children enrolled in program, and number for which program is licensed
- School or training organization you wish to attend. Check the ECE Education Directory for options available to you
- Many scholarship models require your employer to sponsor you. Speak to your employer about T.E.A.C.H. before you apply.

Current applications may be completed online at

[www.teach-fl.com](http://www.teach-fl.com)

Call toll free 877-FL TEACH • 877-358-3224 with any questions.



\*If you do not currently have your own email address, you can create a free email account at Gmail, Yahoo, Microsoft, AOL or other email providers.

# Release Time Ideas

- Offer release time during rest time so scholars can study or use the center's computer and other resources for papers and class projects.
- Schedule release time when classroom ratios are down. Scholars can come in late or leave work early and, if necessary, directors can use staff from other classrooms to substitute.
- Accumulate release time and provide a whole or half day off before a test, final exam or when a class project is due. This will give scholars extra time to prepare for these big events.
- Pay scholars for their lunch breaks.
- Hire a substitute specifically to cover your T.E.A.C.H. scholars. This usually works best for centers that sponsor several employees.



## Testimonials

*"The T.E.A.C.H. program is an excellent program that is helping many early childhood educators get a better education in order to better serve the children in their communities. I am very thankful for the opportunity that T.E.A.C.H. and the child care center has given me to get my AS degree in Early Childhood Education. I would not have been able to go back to school without this scholarship."*

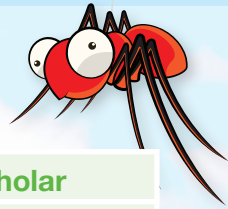
—T.E.A.C.H. Scholar

*"When we started our program last year, I shared the information regarding T.E.A.C.H. and the scholarship program with each of my staff who did not currently have their staff credential. Six of my teachers applied and all six received the scholarship and are working to complete their staff credential program."*

—Program Director

# Bachelor Degree: Early Childhood

# Bachelor Degree: Early Childhood



## Center Teacher

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
• 80% Tuition	• 10% Tuition	• 10% Tuition
• 90% Books		• 10% Books
• \$125 Stipend per semester	• 3 hours paid release time for participants working 30+ hours per week	
• \$10.05/hour release time reimbursement to center		

**EDUCATION** ..... 9-18 credit hours per contract year  
**COMPENSATION** ..... T.E.A.C.H. \$400-\$600\* • Sponsor \$300 or 2% raise  
**COMMITMENT** ..... One year to sponsoring center and a second year in the child care field

## Center Director

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
• 80% Tuition	• 10% Tuition	• 10% Tuition
• 90% Books		• 10% Books
• \$125 Stipend per semester	• Flexible schedule	

**EDUCATION** ..... 9-18 credit hours per contract year  
**COMPENSATION** ..... T.E.A.C.H. \$400-\$600\* • Sponsor \$300 or 2% raise  
**COMMITMENT** ..... One year to sponsoring center and a second year in the child care field

## Family Child Care Provider or Center Owner

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
• 80% Tuition		• 20% Tuition
• 90% Books		• 10% Books
• \$125 Stipend per semester		
• \$10.05/hour release time reimbursement (Family Child Care Only)		

**EDUCATION** ..... 9-18 credit hours per contract year  
**COMPENSATION** ..... T.E.A.C.H. \$400-\$600\*  
**COMMITMENT** ..... One year to the program and a second year in the child care field

\*In order to encourage progress within a Scholar's degree program, T.E.A.C.H. offers a tiered bonus structure. T.E.A.C.H. will award a:

- \$400 bonus to scholars who complete 9-12 credits per contract.
- \$600 bonus to scholars who complete 13 or more credits per contract.

**“Over a lifetime, individuals with a Bachelor's degree make 84% more than those with only a high school diploma.”**

*The College Payoff: Education, Occupations, Lifetime Earnings  
 THE GEORGETOWN UNIVERSITY CENTER ON EDUCATION  
 AND THE WORKFORCE (Carnevale, Rose & Cheah, 2011)*

# Associate Degree: Early Childhood

## Center Teacher

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
<ul style="list-style-type: none"> <li>• 80% Tuition</li> <li>• 90% Books</li> </ul>	<ul style="list-style-type: none"> <li>• 10% Tuition</li> </ul>	<ul style="list-style-type: none"> <li>• 10% Tuition</li> <li>• 10% Books</li> </ul>
<ul style="list-style-type: none"> <li>• \$125 Stipend per semester</li> <li>• \$10.05/hour release time reimbursement to center</li> </ul>	<ul style="list-style-type: none"> <li>• 3 hours paid release time for participants working 30+ hours per week</li> </ul>	

**EDUCATION**.....9-18 credit hours per contract year

**COMPENSATION** .....T.E.A.C.H. \$400-\$600\* • Sponsor \$300 or 2% raise

**COMMITMENT**.....One year to sponsoring center

## Center Director

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
<ul style="list-style-type: none"> <li>• 80% Tuition</li> <li>• 90% Books</li> </ul>	<ul style="list-style-type: none"> <li>• 10% Tuition</li> </ul>	<ul style="list-style-type: none"> <li>• 10% Tuition</li> <li>• 10% Books</li> </ul>
<ul style="list-style-type: none"> <li>• \$125 Stipend per semester</li> </ul>	<ul style="list-style-type: none"> <li>• Flexible schedule</li> </ul>	

**EDUCATION**.....9-18 credit hours per contract year

**COMPENSATION**.....T.E.A.C.H. \$400-\$600\* • Sponsor \$300 or 2% raise

**COMMITMENT**.....One year to sponsoring center



# Associate Degree: Early Childhood

## Family Child Care Provider or Center Owner

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
<ul style="list-style-type: none"> <li>• 80% Tuition</li> <li>• 90% Books</li> </ul>		<ul style="list-style-type: none"> <li>• 20% Tuition</li> <li>• 10% Books</li> </ul>
<ul style="list-style-type: none"> <li>• \$125 Stipend per semester</li> <li>• \$10.05/hour release time reimbursement (Family Child Care Only)</li> </ul>		

**EDUCATION**.....9-18 credit hours per contract year

**COMPENSATION** .....T.E.A.C.H. \$400-\$600\*

**COMMITMENT**.....One year to the program

\*In order to encourage progress within a Scholar's degree program, T.E.A.C.H. offers a tiered bonus structure. T.E.A.C.H. will award a:

- \$400 bonus to scholars who complete 9-12 credits per contract.
- \$600 bonus to scholars who complete 13 or more credits per contract.



# 3-6 Credit Model

## Center Teacher

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
<ul style="list-style-type: none"> <li>• 80% Tuition</li> <li>• 90% Books</li> </ul>	<ul style="list-style-type: none"> <li>• 10% Tuition</li> </ul>	<ul style="list-style-type: none"> <li>• 10% Tuition</li> <li>• 10% Books</li> </ul>
<ul style="list-style-type: none"> <li>• \$125 Stipend per semester</li> <li>• \$10.05/hour release time reimbursement to center</li> </ul>	<ul style="list-style-type: none"> <li>• 3 hours paid release time for participants working 30+ hours per week</li> </ul>	

**EDUCATION** .....3-6 credits per contract year\*

**COMPENSATION** ..... T.E.A.C.H. \$250

**COMMITMENT** ..... Six months to sponsoring center

## Center Director

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
<ul style="list-style-type: none"> <li>• 80% Tuition</li> <li>• 90% Books</li> </ul>	<ul style="list-style-type: none"> <li>• 10% Tuition</li> </ul>	<ul style="list-style-type: none"> <li>• 10% Tuition</li> <li>• 10% Books</li> </ul>
<ul style="list-style-type: none"> <li>• \$125 Stipend per semester</li> </ul>	<ul style="list-style-type: none"> <li>• Flexible schedule</li> </ul>	

**EDUCATION** .....3-6 credits per contract year\*

**COMPENSATION** ..... T.E.A.C.H. \$250

**COMMITMENT** ..... Six months to sponsoring center

# 3-6 Credit Model

## Family Child Care Provider or Center Owner

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
<ul style="list-style-type: none"> <li>• 80% Tuition</li> <li>• 90% Books</li> </ul>		<ul style="list-style-type: none"> <li>• 20% Tuition</li> <li>• 10% Books</li> </ul>
<ul style="list-style-type: none"> <li>• \$125 Stipend per semester</li> <li>• \$10.05/hour release time reimbursement (Family Child Care Only)</li> </ul>		

**EDUCATION** .....3-6 credits per contract year\*

**COMPENSATION** ..... T.E.A.C.H. \$250

**COMMITMENT** ..... Six months to the program

\*Classes must be in Early Childhood or Child Development



## Center Teacher

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
<ul style="list-style-type: none"> <li>80% Tuition</li> <li>90% Books</li> </ul>	<ul style="list-style-type: none"> <li>10% Tuition</li> </ul>	<ul style="list-style-type: none"> <li>10% Tuition</li> <li>10% Books</li> </ul>
<ul style="list-style-type: none"> <li>80% National CDA assessment Fee</li> <li>\$125 Stipend per semester</li> <li>\$10.05/hour release time reimbursement to center</li> </ul>	<ul style="list-style-type: none"> <li>10% National CDA assessment Fee</li> <li>3 hours paid release time for participants working 30+ hours per week</li> </ul>	<ul style="list-style-type: none"> <li>10% National CDA assessment Fee</li> </ul>

**EDUCATION** ..... 120 clock hours

**COMPENSATION** ..... T.E.A.C.H. \$350 • Sponsor \$250 or 2% raise

**COMMITMENT** ..... One year to sponsoring center

## Center Director

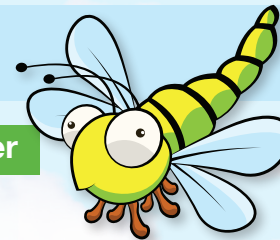
### Scholarship

T.E.A.C.H.	Sponsor	Scholar
<ul style="list-style-type: none"> <li>80% Tuition</li> <li>90% Books</li> </ul>	<ul style="list-style-type: none"> <li>10% Tuition</li> </ul>	<ul style="list-style-type: none"> <li>10% Tuition</li> <li>10% Books</li> </ul>
<ul style="list-style-type: none"> <li>80% National CDA assessment fee</li> <li>\$125 Stipend per semester</li> </ul>	<ul style="list-style-type: none"> <li>10% National CDA assessment fee</li> <li>Flexible schedule</li> </ul>	<ul style="list-style-type: none"> <li>10% National CDA assessment fee</li> </ul>

**EDUCATION** ..... 120 clock hours

**COMPENSATION** ..... T.E.A.C.H. \$350

**COMMITMENT** ..... One year to sponsoring center



## Family Child Care Provider or Center Owner

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
<ul style="list-style-type: none"> <li>80% Tuition</li> <li>90% Books</li> </ul>		<ul style="list-style-type: none"> <li>20% Tuition</li> <li>10% Books</li> </ul>
<ul style="list-style-type: none"> <li>80% National CDA assessment fee</li> <li>\$125 Stipend per semester</li> <li>\$10.05/hour release time reimbursement (Family Child Care Only)</li> </ul>		<ul style="list-style-type: none"> <li>20% National CDA assessment fee</li> </ul>

**EDUCATION** ..... 120 clock hours

**COMPENSATION** ..... T.E.A.C.H. \$350

**COMMITMENT** ..... One year to the program

## Staff Credential Scholarships are available for:

### ■ Department of Children and Families (DCF)

- Birth through Five Florida Child Care Professional Credential (FCCPC)
- Formal Education Qualification
- School-Age Florida Child Care Professional Credential (FCCPC)

### ■ Florida Department of Education (FLDOE)

- Early Childhood Professional Certificate (ECPC)
- Childcare Apprenticeship Certificate (CCAC)
- School-Age Professional Certificate (SAPC)

The National CDA Assessment is included in the Staff Credential Scholarship Model; however, it is not required for completion of the scholarship contract. Florida Staff Credential Scholarships will be given only to those participating in a DCF- or FLDOE-approved credential program. For National CDA Assessment scholarship see page 17.





## Employee

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
• 80% Tuition	• 10% Tuition	• 10% Tuition
• 90% Books		• 10% Books
• \$125 Stipend per semester	• 3 hours paid release time for participants working 30+ hours per week ( <i>Teachers Only</i> )	
• \$10.05/hour release time reimbursement to center		

**EDUCATION** ..... 4.5 CEUs • 3-9 Credit hours per contract year  
**COMPENSATION** ..... T.E.A.C.H. \$300  
**COMMITMENT** ..... One year to sponsoring center

## Family Child Care Provider or Center Owner

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
• 80% Tuition		• 20% Tuition
• 90% Books		• 10% Books
• \$125 Stipend per semester		
• \$10.05/hour release time reimbursement to center ( <i>Family Child Care Only</i> )		

**EDUCATION** ..... 4.5 CEUs • 3-9 Credit hours per contract year  
**COMPENSATION** ..... T.E.A.C.H. \$300  
**COMMITMENT** ..... One year to the program

## Center-Based Applicant (Option I)

(Includes Family Home or Center Owner)

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
• 85% Assessment Fee		• 15% Assessment Fee
• 90% Books		• 10% Books

**COMPENSATION** ..... T.E.A.C.H. \$250  
**COMMITMENT** ..... Six months to the field

## Center-Based Applicant (Option II)

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
• 85% Assessment Fee	• 15% Assessment Fee	
• 100% Books		

**COMPENSATION** ..... T.E.A.C.H. \$250  
**COMMITMENT** ..... Nine months to sponsoring center

## Center-Based Applicant (Option III)

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
• 85% Assessment Fee	• 7.5% Assessment Fee	• 7.5% Assessment Fee
• 90% Books		• 10% Books

**COMPENSATION** ..... T.E.A.C.H. \$250  
**COMMITMENT** ..... Six months to the sponsoring center

# Credential Renewals

(Includes FL Staff Credential, Director Credential and National Credential)

# Credential Renewals

(Includes FL Staff Credential, Director Credential and National Credential)

## Center-Based Applicant (Option I)

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
• 85% Tuition		• 15% Tuition
• 90% Books		• 10% Books
• 85% Renewal Fee, if applicable		• 15% Renewal Fee, if applicable
• \$125 Stipend per semester		

**EDUCATION**..... 4.5 CEUs or 3 credit hours

**COMPENSATION** ..... T.E.A.C.H. \$250

**COMMITMENT** ..... Six months to the field

## Center-Based Applicant (Option II)

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
• 85% Tuition	• 15% Tuition	
• 100% Books		
• 85% Renewal Fee, if applicable	• 15% Renewal Fee, if applicable	
• \$125 Stipend per semester	• 3 hours paid release time for participants working 30+ hours per week	
• \$10.05/hour release time reimbursement		



**EDUCATION**..... 4.5 CEUs or 3 credit hours

**COMPENSATION** ..... T.E.A.C.H. \$250

**COMMITMENT** ..... Nine months to the sponsoring center

## Center-Based Applicant (Option III)

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
• 85% Tuition	• 7.5% Tuition	• 7.5% Tuition
• 90% Books		• 10% Books
• 85% Renewal Fee, if applicable	• 7.5% Renewal Fee, if applicable	• 7.5% Renewal Fee, if applicable
• \$125 Stipend per semester	• 3 hours paid release time for participants working 30+ hours per week	
• \$10.05/hour release time reimbursement		

**EDUCATION**..... 4.5 CEUs or 3 credit hours

**COMPENSATION** ..... T.E.A.C.H. \$250

**COMMITMENT** ..... Six months to sponsoring center

## Family Child Care Provider or Center Owner

### Scholarship

T.E.A.C.H.	Sponsor	Scholar
• 85% Tuition		• 15% Tuition
• 90% Books		• 10% Books
• 85% Renewal Fee, if applicable		• 15% Renewal Fee, if applicable
• \$125 Stipend per semester		
• \$10.05/hour release time reimbursement		

**EDUCATION**..... 4.5 CEUs or 3 credit hours

**COMPENSATION** ..... T.E.A.C.H. \$250

**COMMITMENT** ..... Six months to the field

**T.E.A.C.H. Early Childhood® Scholarship Program  
Children's Forum**

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