

## TEACHER EDUCATION AND COMPENSATION HELPS (T.E.A.C.H.) EARLY CHILDHOOD SOUTH CAROLINA

### **Summary**

The T.E.A.C.H. Early Childhood® Project was created in 1990 by Child Care Services Association in NC. There are now 23 licensed T.E.A.C.H. programs, with South Carolina's Center for Child Care Career Development being among the first states to adopt the project as it spread nationally.

T.E.A.C.H. Early Childhood® SC has proven over time to address universal concerns of child care providers, as well as, child care advocacy groups – the education, compensation and retention of child care staff. It has done so through four key components:

- Scholarships for early childhood teachers to access college courses, certificates and degrees in child development or early childhood education; resulting in low levels of student debt.
- Education requirements mandating completion of a specified number of credit hours per contract at a participating college or university coupled with support from T.E.A.C.H. counselors who aid recipients in successfully completing a contract, navigating college processes and finding needed resources.
- Compensation comes in three forms: upfront payments of tuition and books required for their degree program; travel stipend for each semester they are eligible for the scholarship; and once contracts are complete a bonus, from T.E.A.C.H., and a raise/ bonus from their supporting employer (if applicable)
- Commitment of the recipient to remain in the field or sponsoring program for a year after they receive their compensation; reducing staff turnover.

The four key components are the same in all states administrating the T.E.A.C.H. Scholarship. Simply put everyone who is awarded a T.E.A.C.H. Scholarship is required to complete a set amount of education or credit hours to complete their contract. Once their contract is complete they are given a raise or bonus as a form of compensation and upon receiving their compensation they make a commitment to the field of early childhood or their sponsoring program.

T.E.A.C.H. is a cost-sharing model, spreading the cost of higher education among the scholarship recipient, the sponsoring childcare facility and T.E.A.C.H. – providing early educators with funding needed to earn credentials and degrees at all sixteen of South Carolina's technical and community colleges as well as a growing number of universities. Recipients may also receive paid release time in addition to a guaranteed travel stipend as well as a bonus or a raise upon successfully completing a scholarship contract. Because of the number of participating colleges and universities, scholarship recipients in even the most remote, rural areas are able to take advantage of higher education opportunities that might otherwise have been inaccessible to them. Encouraged and supported by many partnering agencies in South Carolina, T.E.A.C.H. offers a comprehensive strategy to educate and retain early childhood teachers, positively impacting outcomes for the children in their care.

### **Demographics**

- *Target Settings:* Urban, rural, suburban
- *Target Groups Served:* T.E.A.C.H. recipients can be any early childhood educator who serves children from birth to school age as teachers, assistant teachers, floaters, owner or administrator.
- *Districts Served:* T.E.A.C.H. scholarships are available to early care educators in all 46 SC counties.

## Research and Evaluation

What national or other research was considered during the development of this program/initiative? Describe the evidence that shows the program/initiative works.

There are four missions to the T.E.A.C.H. Early Childhood® Project and these are consistent across all T.E.A.C.H. Programs. These four missions are to increase education, increase compensation, increase quality of care, and to decrease turnover rates. In looking at T.E.A.C.H. South Carolina 12-13 Annual Report Data, documentation has been cited to show how each of the four missions are being accomplished:

- Increase Education
  - 876 scholarships awarded
  - 5920 credit hours completed
  - Average number of credit hours completed per contract for an Associate Degree recipient was 15.5
  - Average number of credit hours completed per contract for a Bachelor Degree recipient was 44.34
- Increase Compensation
  - 4% wage increase for participants working towards their Associate Degree
  - 5% wage increase for participants working towards their Bachelor Degree
- Increase Quality of Care
  - Over 99% of sponsoring centers and participants would recommend T.E.A.C.H.
- Decrease Turnover Rates
  - Among participants working towards their Associate Degree there was a 5.7% turnover rate.
  - Among participants working towards their Bachelor Degree there was a 0% turnover rate.

## Resources

- *Annual Cost:* T.E.A.C.H. Early Childhood® South Carolina utilized 1.239 Million for the 12-13 fiscal year for scholarships, tuition, book, travel, time reimbursement, and contract bonuses
- *Funding Sources:* SC Department of Social Services, Division of Early Care and Education under the South Carolina Child Care Administrator, Leigh Bolick.
- *Staffing Needs:* 1 State Director, 1 Fiscal Analyst, 1 T.E.A.C.H. Department Head, 3 T.E.A.C.H. Counselors, 2 Administrative Specialists
- *Infrastructure/Equipment Needs:* T.E.A.C.H. Early Childhood® South Carolina is housed at the SC Center for Child Care Career Development. The T.E.A.C.H. Early Childhood® Scholarship utilizes a database created by T.E.A.C.H. National that runs on the database platform File Maker Pro. Staff also frequently require electronic equipment when providing training and information sessions that are presented across the state.
- *Partner Organizations:* SC United Way Association, SC First Steps, SC Resource & Referral, SC ABC Child Care Program, Head Start, Head Start Collaboration Office, SC Program for Infant and Toddlers, Success by Six Organizations, SC Child Care Inclusion Collaborative, SC Association for the Education of Young Children, SC Child Care Association, and the SC Early Childhood Association
  - Technical/Community Colleges: Aiken Technical College, Central Carolina Technical College, Denmark Technical College, Florence-Darlington Technical College, Greenville Technical College, Horry-Georgetown Technical College, Midlands Technical College, Northeastern Technical College, Orangeburg-Calhoun Technical College, Piedmont Technical College, Spartanburg Community College, Technical College of the Lowcountry, Tri-County Technical College, Trident Technical College, Williamsburg Technical College, and York Technical College
  - Four-Year-Colleges/Universities: Coastal Carolina University, Columbia College, Francis Marion University, Lander University, Newberry College, South Carolina State University, University of South Carolina-Aiken, and University of South Carolina-Columbia

## Contact Information

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## Footnotes

1 T.E.A.C.H. Early Childhood® South Carolina Annual Program Report 2012-2013