

Learn More. Earn More. Work Longer. Teach Stronger.

2014-15 Annual Report
T.E.A.C.H. Early Childhood® South Carolina



TEACHER EDUCATION AND COMPENSATION HELPS EARLY CHILDHOOD® SOUTH CAROLINA

Outputs and Outcomes

Total number of Recipients for FY 14-15: **815**

Number of Children served: **25,000+**

Total # of Sponsoring Programs: **362**

of Technical/Community Colleges: **16**

of Universities: **10**

5%

Wage Increase for
Associate Degree
Recipients

8%

Wage Increase for
Bachelor Degree
Recipients

30%* National Turnover Rate for Child Care

6% Turnover for Associate Degree Recipients

4% Turnover for Bachelor Degree Recipients

% of Sponsors Who Would Recommend us: **99%**

% of Participants Who Would Recommend us: **98%**

**Source for National Data: [USA] High Turnover among Early Childhood Educators in the United States
Author: Noriko Porter, Washington State University, Department of Human Development, Instructor

Letter from the Director

T.E.A.C.H. grew from a simple idea: to improve the quality of child care by increasing the education, compensation and stability of the early childhood workforce.

How?

By providing scholarships to teachers, directors, owners, and family/group providers who are working to complete college-level coursework in early childhood education to help them pay for tuition, textbooks and travel. By earning college credits in early childhood education, these professionals are able to improve their education, increase their paycheck, gain confidence and leadership skills, and continue to advance professionally and economically.

"I would have not been able to afford to go back to school if not for T.E.A.C.H."

It's a statement we hear all the time from teachers and other professionals who care for young children. They love what they do, and they want to be able to do it better. T.E.A.C.H. gives them the tools and resources to become a recognized specialist in early childhood education and the needs of very young children. The career development they are able to achieve and the increased compensation they are able to earn enables them to make a long-term commitment to the field.

When young children experience more stable relationships with better educated teachers, they thrive.

Already, all of South Carolina's technical/community colleges – as well as nearly a dozen other institutions that offer bachelor's degree programs – work in partnership with T.E.A.C.H. in a statewide effort to improve early childhood education, increase pay and reduce turnover rates among child care providers, and improve the quality of child care overall. As you'll see from the results reported here, we are making significant progress.

We welcome new institutional partners, as well as new program participants.

Best Wishes,

Millie McDonald
State Director

"This is a wonderful opportunity for students to enroll in future classes to continue their education in the teaching field. Thank you for the opportunity for our staff to enhance their education and opportunities. It has improved the quality of work we receive from our staff."



Learn More.

Creating a professional development path for early childhood teachers helps improve the quality of life for all South Carolinians. Teachers who take early childhood courses acquire a solid foundation in child development knowledge and are equipped with the skills to teach young children using age appropriate curriculum and ideas. Child care programs are able to improve their overall quality by developing a staff of highly qualified and trained professionals. Taxpayers save \$7 in future costs for every \$1 spent on high quality programs for young children. Also parents are assured that their children are in the care of trained, trusted professionals who adhere to the highest standards.

Recognizing –by supporting and rewarding – childhood care workers’ professional development achievements pays long-term dividends at all levels of society.

In 2014-15, T.E.A.C.H. Scholarships were awarded to 815 participants employed by 362 sponsoring child care programs that serve more than 25,000 children.

Earn More.

Improving education by earning college credits in Early Childhood Education increases participants’ wages, helps them qualify for workplace benefits, and allows them to earn wage supplements to encourage continued advancement. T.E.A.C.H. Scholarships help with tuition, textbooks, travel, education credentials and certifications that help open the doors to promotions and additional professional opportunities.

These compensation gains are based on yearly progress, not the awarding of a degree.

Work Longer.

For many young children, the relationship with an early childhood professional is the first significant bond with an adult outside their immediate family. The quality and stability of that relationship sets the stage for their entire educational journey. That’s why increasing commitment to the field is an important focus of T.E.A.C.H.’s strategy.

At a time when the average national annual turnover rate among early childhood educators is 30%, turnover is much lower among better-educated professionals. T.E.A.C.H. participants make a commitment to remain at their sponsoring program or in the field for at least a year beyond their last contract, but the retention rate for participants shows much more than just contractual obligation. Better-educated providers remain employed in the field significantly longer.

Teach Stronger.

Educated, experienced child care providers are shown to strengthen the early learning experiences of the children they work with, providing more stable relationships, creating age-appropriate activities, and having a positive influence on early childhood development and behavior. Early childhood professionals are able to learn, grow and network to improve their skills, then apply those important lessons to advocate for higher quality of care.

Among participants, 98% would recommend T.E.A.C.H. to others. Of sponsors, 99% report they would recommend T.E.A.C.H. Ten four-year educational institutions, in addition to all of South Carolina’s Community/Technical Colleges, partner with T.E.A.C.H. to provide scholarship opportunities. These are just a few of the reasons T.E.A.C.H. enjoys widespread support among participants, sponsoring agencies and educational institutions.



What is T.E.A.C.H.?

T.E.A.C.H. Early Childhood® Project provides scholarships for providers working in child care to complete course work in early childhood education as a means to increase their competence and, potentially, compensation. The key components of the project are scholarship, education, compensation and commitment.

T.E.A.C.H. Early Childhood® Project is administered by The Center for Child Care Career Development, which is funded by the South Carolina Department of Social Services. Scholarships are funded by a partnership among participants, sponsoring child care programs (the employer) and T.E.A.C.H. Early Childhood® Project, each sharing in the cost. T.E.A.C.H.'s portion of the cost is funded by the South Carolina Department of Social Services.

Why is T.E.A.C.H. needed?

T.E.A.C.H. is carefully structured to meet three important education goals:

- to improve the quality of child care in South Carolina
- to reduce the high turnover rate in the child care industry
- to increase participants level of education and compensation.

Who participates?

Teachers, teacher assistants, directors, assistant directors, owners, family and group child care providers working in a state-regulated child care setting are eligible to apply for T.E.A.C.H. Scholarships.

What are the scholarship requirements and benefits?

T.E.A.C.H. provides scholarships for child care providers who meet certain eligibility criteria. Scholarships available include:

- **South Carolina Early Childhood Credential (ECD 101)**
- **South Carolina School-Age Credential (SAC 101)**
- **Associate Degree in Early Childhood Education**
- **Bachelor Degree in Early Childhood Education.**

Scholarship funds are available to assist with the costs of college tuition, textbooks, and travel. Participants may also be eligible to receive paid release time from their job to take coursework.

Participants who complete Introduction to Early Childhood (ECD 101) and/or Best Practices in School Age and Youth Care (SAC 101) at one of South Carolina's 16 technical/community colleges and work in a state-regulated/licensed child care program may be eligible to receive a \$200 Smart Money Bonus while funds are available.

Participants in the Early Childhood Associate Degree Scholarship Program and participants in the Early Childhood Bachelor Degree Scholarship Program commit to completing a minimum of 9 credit hours of education with a final grade of C or better during each yearly contract period. Participants who complete the requirements of a comprehensive T.E.A.C.H. Associate or Bachelor agreement, typically receive increased compensation.

All participants make a commitment as part of their scholarship. The type and length of commitment is determined by their scholarship type.

Increased education + higher compensation = higher quality child care.

That's definitely a smart move.

How can I get more information?

For additional details on T.E.A.C.H. Scholarships, partnerships or participation, please see our website www.sc-ccccd.net or contact:

T.E.A.C.H. Early Childhood®

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