

T.E.A.C.H. Early Childhood® Scholarship Program (Teacher Education and Compensation Helps)

House Budget Proposal: \$3 million dollars representing a reduction of \$7 million

What is needed: \$10 million dollars of continued federal funding

The Impact of Potential Cuts:

- The reduction of funds will result in disenrollment of teachers in the process of earning credentials.
- Florida will be unable to meet the new lead teacher credential requirements of School Readiness.
- Children at greatest risk of school failure will have unqualified teachers.

Background: The T.E.A.C.H. Scholarship is an evidence-based, three-way partnership between the *recipient*, the *employer*, and the *T.E.A.C.H. program*. The program increases **education**, **retention**, and **compensation** for early childhood teachers.

Challenges the program addresses:

- **Education** – Specialized professional development directly impacts positive child outcomes.
 - Unlike K-12 teachers, early childhood teachers are not required to have specialized education in their field of practice.
 - As a lower wage industry, access to financial supports to increase teacher qualifications is necessary.
- **Retention** – The turnover rate for those participating in T.E.A.C.H is approximately 6%.
 - The turnover rate for most early learning programs is approximate 30% - 40% annually.
 - Teachers participating in the program agree to remain with their employer one year beyond the end of their T.E.A.C.H. contract.
 - Retention directly impacts the development of young children who rely on stable, nurturing relationships to support early learning.
- **Compensation** – Employers agree to provide a wage increase or bonus upon a completed T.E.A.C.H. contract.
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 - While only 2% is required, T.E.A.C.H. recipients earn approximately 9% more in wages due to their improved performance.
- **Compliance with law** – Florida is required to implement group size mandates for children served in child care to be in compliance with the federal Child Care and Development Block Grant reauthorization guidelines in 2017.
 - There must be at least one teacher with a Staff Credential (Florida Child Care Professional Credential, Child Development Associate Credential, or higher) in each group or classroom to comply.
 - T.E.A.C.H received a \$10M appropriation in 2016-17 anticipating the rule requirements.
 - The demand is increasing exponentially to meet the new credential requirements.