

“WHY SPONSOR A SCHOLARSHIP?”

A quality program counts on quality teachers! One of the most significant indicators of quality child care is the educational level of child care professionals. The scholarship program allows you to assist staff in achieving their professional development goals with credit-based education.

T.E.A.C.H. has a positive impact on reducing staff turnover. Research shows that children thrive on stability in their relationships with adults during the early years. High turnover has been found to have detrimental effects on the healthy development of young children.

Sponsorship makes good business sense when you calculate the cost of turnover. Rarely do programs include in their budgets a line item reflecting the cost of turnover, but when calculated it is considerable. As evidenced in the example found in this brochure, the cost of replacing a teacher is far greater than sponsoring one on a scholarship. This is a benefit centers can offer to employees that have little to no effect on their bottom line.

Parents can come to understand and appreciate the quality of your program. By participating in the scholarship program, you can show parents your commitment to giving their children the best, with educated staff who are putting knowledge into practice. You improve the marketability of your program when it is a good place for children and a good place for teachers.

“WHO IS RESPONSIBLE FOR WHAT?”

T.E.A.C.H.

- Pays 80% of tuition and books.
- Pays a travel stipend.
- Reimburses half of the release time.
- Pays a bonus at the end of a contract period, as specified in the contract.
- Provides college and career support and assistance.

Sponsor

- Pays 10% of tuition and books.
- Provides paid release time to employee.
- Pays a raise or a bonus to the employee at the completion of a contract.

Recipient/Employee

- Pays 10% of tuition and books.
- Schedules release time with employer.
- Agrees to complete credit-based education within a contract period.
- Agrees to continue employment in the sponsoring program for at least one year after the completion of contract.

FOR MORE INFORMATION CONTACT:

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T.E.A.C.H. Early Childhood® NEBRASKA is a licensed program of Child Care Services Association.

T.E.A.C.H. Early Childhood® NEBRASKA

What It Means To Sponsor a T.E.A.C.H. Recipient

“I feel everyone benefits from this program!”

Child Care Center Director



“WHAT IS THE T.E.A.C.H. NEBRASKA SCHOLARSHIP PROGRAM?”

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

- ❑ Links education, compensation and commitment to improved quality of early childhood programs.
- ❑ Involves a partnership for the sharing of expenses by the recipient of the scholarship, the sponsoring program, and T.E.A.C.H. Early Childhood® NEBRASKA.
- ❑ Provides financial and other supports to complete a degree in Early Childhood Education.

100% of sponsoring programs would recommend T.E.A.C.H. to other programs.
1/2016 Survey

The 2016-2017 FY turnover for T.E.A.C.H. Early Childhood® NEBRASKA students was **4%**.

T.E.A.C.H. Early Childhood® NEBRASKA is managed by the Nebraska Association for the Education of Young Children, Inc. Funding provided by Nebraska Department of Education/ Health and Human Services and Private Funders.



100% of sponsoring programs agreed the student has improved the quality of their teaching techniques and practices.

1/2015 Survey

“WHICH STAFF SHOULD BE CONSIDERED FOR A T.E.A.C.H. SCHOLARSHIP?”

Here are a few questions to ask about the employee you are considering sponsoring.

- ___ Is the employee motivated to go to college?
- ___ Does your program want a commitment of two or more years of employment from this person?
- ___ Does the employee have good work habits? Are they on time, show responsibility, and come to work with a positive attitude?
- ___ Does the employee demonstrate good attitude with the children, families and co-workers?
- ___ Does the employee have a positive attitude towards professional development? Does he/she seek professional improvement by participating in classes, workshops or researching best practices?

COMPARE THE COST OF TURNOVER TO THE COST OF SPONSORSHIP

Cost of Staff Turnover				
Teacher leaves, giving one week notice. Center must cover vacancy for one month.				TOTAL COST \$2,597.81
Direct Costs:		Indirect Costs		
Primarily substitutes, advertising and overtime pay for staff	21.75 hours of director time @ \$14.75 hr. including benefits	13.25 hours of teacher time @ \$10 hr. including benefits		
\$2,144.50	\$320.81	\$132.50		
Cost of Sponsoring a T.E.A.C.H. Recipient for an Associate Degree Scholarship				
Tuition	Books	Release Time	Compensation	
@\$50 per credit x 15 credits per year (average) = \$750.00	@ \$100/ book x 4 per year (average) = \$400.00	@ \$10.00 hr x 4 hrs. week x 11 weeks x 4 quarters—\$1760.00	\$350.00 Bonus	
Center Costs:				
10% Tuition \$75.00	10% Books \$40.00	Reimbursed for 1/2 by T.E.A.C.H. \$880.00	\$350.00	\$1,345.00
You saved \$1252.81 sponsoring a T.E.A.C.H. recipient!				

Adapted from: *TAKING ON TURNOVER*, Center for the Child Care Workforce