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

“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.

The 2020-2021 FY turnover for T.E.A.C.H. Early Childhood® NEBRASKA students was 2-5%.

“I feel everyone benefits from this program!”
Child Care Center Director
“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:
Nebraska Association for the Education of Young Children

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“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.

Did the employee have a positive attitude towards professional development? Does he/she seek professional improvement by participating in classes, workshops, or researching best practices?

97% of sponsoring programs agreed the recipient has increased her/his early childhood knowledge and skills.

2020 Survey

COMPARE THE COST OF TURNOVER TO THE COST OF SPONSORSHIP

Cost of Staff Turnover

Sponsor leaves, giving one week notice. Center must cover vacancy for one month.

<table>
<thead>
<tr>
<th>Direct Costs</th>
<th>Indirect Costs</th>
<th>TOTAL COST</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primarily substitutes, advertising, and overtime pay for staff</td>
<td>21.75 hours of director time @ $14.75 per hr., including benefits</td>
<td>$2,597.81</td>
</tr>
<tr>
<td>$2,144.50</td>
<td>13.25 hours of teacher time @ $10 per hr., including benefits</td>
<td></td>
</tr>
<tr>
<td>$2,144.50</td>
<td>$320.81</td>
<td></td>
</tr>
<tr>
<td>$132.50</td>
<td>$132.50</td>
<td></td>
</tr>
</tbody>
</table>

Cost of Sponsoring a T.E.A.C.H. Recipient for an Associate Degree Scholarship

<table>
<thead>
<tr>
<th>Tuition</th>
<th>Books</th>
<th>Release Time</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>@ $71 per credit x 15 credits per year (average) = $1065.00</td>
<td>@ $100/book x 4 per year (average) = $400.00</td>
<td>@ $10.00 per hr. x 4 hrs. per week x 11 weeks x 4 quarters = $1760.00</td>
<td>$350.00 Bonus</td>
</tr>
<tr>
<td>$1065.00</td>
<td>$400.00</td>
<td>$1760.00</td>
<td>$350.00 Bonus</td>
</tr>
</tbody>
</table>

Center Costs

<table>
<thead>
<tr>
<th>10% Tuition $106.50</th>
<th>10% Books $40.00</th>
<th>Reimbursed for 1/2 by T.E.A.C.H. $880.00</th>
<th>$350.00</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>$1,376.50</td>
</tr>
</tbody>
</table>

You saved $1221.31 sponsoring a T.E.A.C.H. recipient!

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