



TEACH.

Early Childhood® ARIZONA

A Comprehensive
Scholarship Program for
Child Care Providers



- Arizona Child Care Job Bank
- Arizona Infant Toddler Institute
- Arizona Kith and Kin Project
- Arizona Self-Study Project
- Child and Adult Care Food Program
- Child Care Injury Prevention Project
- Child Care Professional Training
- Child Care Resource and Referral
- Child Care Resource Network
- Niños en Mi Casa
- Phone Friend
- Quality First! Assessment and Coaching
- Reading is Fundamental
- Resource Lending Library
- S*CCEEDS
- T.E.A.C.H. Early Childhood® ARIZONA

Critical Partnerships

T.E.A.C.H. ARIZONA

- Arizona Early Childhood Development and Health Board – First Things First
 - First Things First Regional Councils
- Child Care Services Association (CCSA), North Carolina
- T.E.A.C.H. Early Childhood® ARIZONA Advisory Board

The Purpose

- Teacher Education And Compensation Helps (T.E.A.C.H.) Early Childhood® is a comprehensive scholarship program that links **education, compensation, and commitment** to improving the quality of early childhood care and education experiences for young children and their families.

The Components

- Educational scholarships
 - support for tuition and books, a travel stipend, and paid release time.
- Formal education
 - a set amount of college coursework leading to a credential or degree.
- Compensation
 - providing an incentive in the form of a bonus and/or raise.
- Commitment
 - requiring a commitment to continue working at one's current program for a specified period.

The Benefits

■ Children

- Consistent caregivers committed to the field
- Caregivers who are specialists in early childhood education

■ Child Care Providers

- Increased knowledge
- Improved compensation
- Increased professional status and job satisfaction

■ Child Care Centers and Family Child Care Homes

- Staff are more knowledgeable about good early childhood practices
- Reduced turnover
- Increased quality and marketability of the center or home

Eligibility Criteria:

T.E.A.C.H. Early Childhood® ARIZONA

- Child care center teachers, directors, and family child care home providers may be eligible for a scholarship if they:
 - Are at least 18 years of age and have a high school diploma or GED
 - Are employed in the state of Arizona
 - Work in a licensed child care center or certified family child care home
 - The initial roll-out of scholarships are available only for centers and homes participating in Quality First!
 - With additional funding provided by Regional Councils, it is expected scholarships will be available for some centers and homes not participating in Quality First!

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Eligibility Criteria, continued

- Work a minimum of 30 hours a week directly with young children, ages birth-5 or work as a director of a center (Associates Degree Scholarship); work a minimum of 20 hours a week directly with young children, ages birth-5 (CDA Assessment Scholarship)
 - As T.E.A.C.H. ARIZONA expands, it is expected that scholarships for more advanced degrees will be offered
- Have the sponsorship of the child care center or family child care home which employs them
- Earn \$15.00 or less per hour
 - Salaries may be annualized for providers on 9-10 month contracts and only income from their primary employer will be considered in calculating an hourly wage

Scholarship Models

- Associates Degree Scholarships
 - Child Care Center Teachers and DHS Certified Group Home Providers
 - Family Child Care Providers
 - Center Directors (Non-Owner)
 - Center and DHS Certified Group Home Directors/Owners
- Child Development Associate (CDA) Assessment Scholarship Model

Scholarship Recipient Commitments

■ Associates Degree Scholarship recipients must:

- Attend classes (9-15 credit hours per year) and successfully complete courses
- Pay a small portion of the cost of tuition and books
- Agree to remain at the sponsoring child care center or family child care home for one (1) year following the completion their contract

■ Child Development Associate (CDA) Assessment Scholarship recipients must:

- Pay a small portion of the cost of the CDA Assessment fee
- Agree to remain at the sponsoring child care center or family child care home for six (6) months following the completion the CDA assessment

Associates Degree Scholarship: Center Teachers and DHS Providers

	T.E.A.C.H.	Sponsor	Recipient
Tuition	80%	10%	10%
Books	90%		10%
Travel	\$80 per semester		
Release Time	Subsidizes up to six (6) hours per week @ \$4.50 per hour	Six (6) hours per week maximum	
Bonus	\$350	\$350 or 2% raise	

Center Director Scholarships: Special Notes

- In order for a Center Director to receive a T.E.A.C.H. scholarship, a teacher from the same center must also be a T.E.A.C.H. scholarship recipient.
- Center Directors are not allowed to receive paid release time from the T.E.A.C.H. Program.

Release Time: The Facts

- Release time is paid time off from the child care center or family child care home that is given to an Associates Degree Scholarship recipient.
- The sponsoring center or home must commit to provide one (1) hour of paid release time per credit hour taken (a maximum of six [6] hours per week of paid release time) for each T.E.A.C.H. ARIZONA scholarship recipient at their center or home.
- Release time is not optional.

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Release Time, continued

- The teacher or family child care provider should be paid at their normal rate of pay.
- T.E.A.C.H. ARIZONA subsidizes release time for the sponsoring program up to six (6) hours per week at \$4.50 per hour. If the scholarship recipient earns more or less than \$9/hour, the cost to the center may be less or greater.
- There are generally 15 weeks in a semester therefore a center or home may receive up to a \$412.50 reimbursement from the T.E.A.C.H. Program to assist in paying the cost of release time for the scholarship recipient.

T.E.A.C.H. ARIZONA

Progress Report

- T.E.A.C.H. ARIZONA began start-up on 11/19/09
- Child Care Services Association (CCSA/NC) training completed
- Scholarship models developed and approved
- Advisory board formed and first meeting conducted
- Marketing/outreach materials in development
- Community College introductory packets distributed
- Outreach plan is being implemented
- Database entry has begun (e.g. customization of applications, letters, agreements, contracts, etc.)
- In discussion with Professional Career Pathway Project (PCPP) regarding collaboration



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Thank you for your support in
establishing a well-qualified, fairly-
compensated, and stable workforce for
Arizona's young children.