

Who is responsible for what?

T.E.A.C.H.

- Pays 85% of tuition and books.
- Pays a travel stipend.
- Reimburses the sponsoring program a portion of release time costs.
- Pays a bonus at the end of a contract period, as specified in the contract.
- Provides college and career support and assistance.

SPONSOR

- Pays 5% of tuition and books.
- Provides paid release time to employee.
(Three hours per week)
- 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.

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Sponsoring a T.E.A.C.H. Recipient



What is the T.E.A.C.H. Minnesota Scholarship Program?

The T.E.A.C.H. (*Teacher Education and Compensation Helps*)

Early Childhood® MINNESOTA Scholarship Program:

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

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

Which staff should be considered for a T.E.A.C.H. scholarship?

- Is the employee motivated to go to college?
- Would you like this employee to commit to staying at your program for two or more years?
- 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 toward professional development? Does he/she seek professional improvement by participating in classes, workshops or best practice research?

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. This scholarship program helps you assist your staff in achieving their professional development goals with credit-based education.

T.E.A.C.H. can reduce staff turnover. Research shows that children thrive on stability in their relationships with adults during the early years.

Sponsorship makes good business sense. The cost of turnover, when calculated, 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.

Parents can come to understand and appreciate the quality of your program. You improve the marketability of your program when it is a good place for children and a good place for teachers.

The 2011 turnover for T.E.A.C.H. Early Childhood® MINNESOTA students was only 4%.

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.

Direct Costs	Indirect Costs	
Primarily substitutes, advertising and over time pay for staff	21.75 hours of director time @ \$14.75/hr. including benefits	13.25 of teacher time @ \$10/hr. including benefits
\$2,144.50	\$320.81	\$132.50

Total Cost \$2,597.81

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

Tuition**	Books	Release Time	Compensation
\$200/credit x 12 credits per year (average) = \$2,400	\$100/book x 4 per year (average) = \$400	\$10/hour x 3 hours/week x 48 weeks = \$1,440	\$250 Bonus
Center Costs			
5% of Tuition = \$120	5% of Books = \$20	\$1,080 reimbursed by T.E.A.C.H. = \$360	\$250 Bonus

Total Cost \$750

You saved \$1,847.81 sponsoring a T.E.A.C.H. recipient!

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

**Estimate only. Variables such as financial aid, number of credits taken and public vs. private college tuition will impact actual costs.

“T.E.A.C.H. is a wonderful program. It's been so supportive and so helpful and guiding me and the staff along the way – making sure they are on the right track for moving forward in their professional career.”

– Katie Sewell
Assistant Child Care Director