

T.E.A.C.H. Early Childhood®

NEBRASKA

Celebrating Five Years 2002-2007



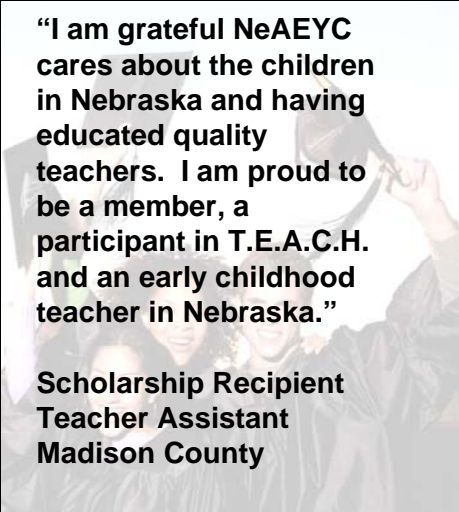
CHILDREN . . . THE HEART OF THE MATTER

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Nebraska Association for the Education of Young Children

An affiliate of the National Association for the Education of Young Children

History




“I am grateful NeAEYC cares about the children in Nebraska and having educated quality teachers. I am proud to be a member, a participant in T.E.A.C.H. and an early childhood teacher in Nebraska.”

Scholarship Recipient
Teacher Assistant
Madison County

- ♥ T.E.A.C.H. (Teacher Education And Compensation Helps) Early Childhood®
- ♥ Created in 1990
- ♥ Sue Russell, Child Care Services Association, Chapel Hill, NC
- ♥ Currently, in over 20 states nationwide, serving over 20,000 early childhood professionals

T.E.A.C.H. Early Childhood® NEBRASKA

History



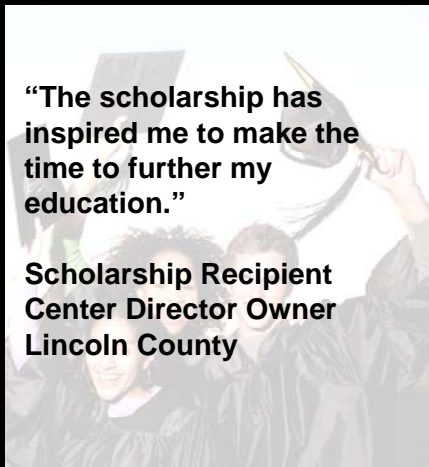
“I will be the first person in my immediate family to graduate from college. Thank you for providing this opportunity and supporting me throughout.”

Scholarship Recipient
Teacher Assistant
Douglas County

- ♥ Nebraska, 2001
- ♥ Nebraska Association for the Education of Young Children
- ♥ Began awarding Associate Degree scholarships Summer 2002
- ♥ Bachelor Degree program began Fall 2005

T.E.A.C.H. Early Childhood® NEBRASKA

Funding

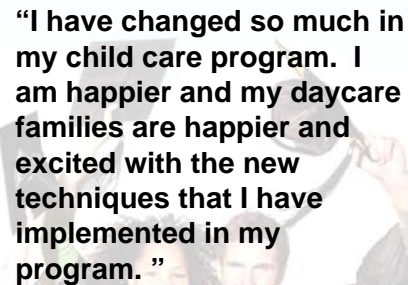


- ♥ T.E.A.C.H. Early Childhood® NEBRASKA has been funded primarily by the Health & Human Services System/Nebraska Department of Education.

- ♥ Additional support from:
 - ♥ Peter Kiewit Foundation
 - ♥ William & Ruth Scott Foundation
 - ♥ Lozier Foundation
 - ♥ Head Start State Collaboration Office

T.E.A.C.H. Early Childhood® NEBRASKA

Staff



“I have changed so much in my child care program. I am happier and my daycare families are happier and excited with the new techniques that I have implemented in my program.”

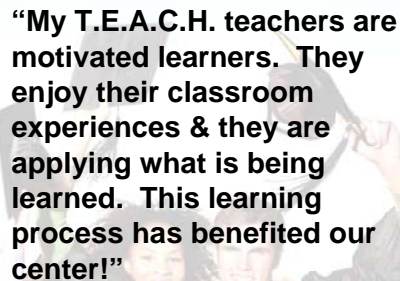
**Scholarship Recipient
Family Child Care Provider
Phelps County**

T.E.A.C.H. Early Childhood® NEBRASKA staff:

- ♥ **Brandee Lengel, T.E.A.C.H. Early Childhood® NEBRASKA Coordinator**
 - ♥ AAS, Early Childhood, Southeast Community College
 - ♥ BA, Bellevue University
- ♥ **Linda Zinke, T.E.A.C.H. Early Childhood® NEBRASKA Director, NeAEYC Executive Director**
 - ♥ BA, Iowa State University
 - ♥ MA, Bellevue University
- ♥ **Pat Hoffschneider, NeAEYC Office Manager**
- ♥ **Connie Fishburn, Administrative Assistant**

T.E.A.C.H. Early Childhood® NEBRASKA

Scholarship



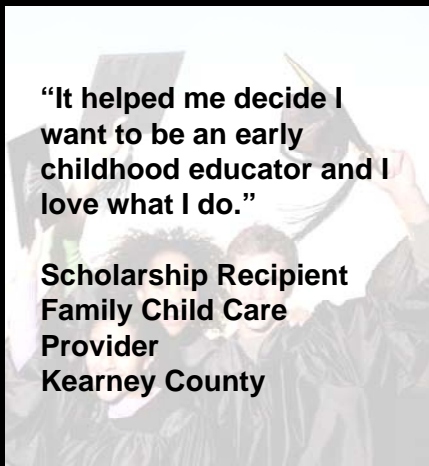
“My T.E.A.C.H. teachers are motivated learners. They enjoy their classroom experiences & they are applying what is being learned. This learning process has benefited our center!”

Sponsoring Center Director
Lancaster County

- ♥ T.E.A.C.H. awards scholarships to child care professionals to further their education.
- ♥ All scholarships link continuing formal education, increased compensation and reducing the turnover in early childhood.
- ♥ All scholarships are a partnership between T.E.A.C.H., the student and sponsoring child care center.

T.E.A.C.H. Early Childhood® NEBRASKA

Scholarship



♥ T.E.A.C.H. Provides

- ♥ 80% cost of tuition and books
- ♥ Travel stipends
- ♥ Funds to offset the cost of hiring a substitute
- ♥ Bonus \$ to each student at the end of the contract
- ♥ Education advising and counseling

T.E.A.C.H. Early Childhood® NEBRASKA

Research

“This isn’t the most financially rewarding career choice but it is very rewarding to the soul. I don’t think I could justify the expense of college without this program.”

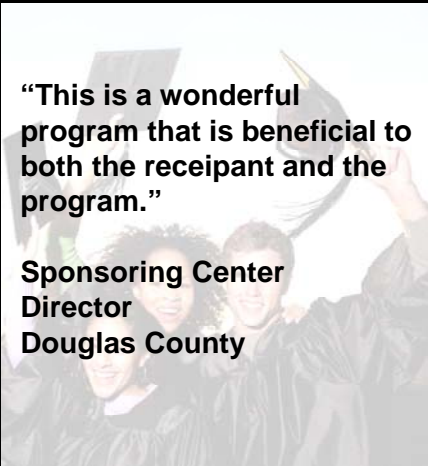
**Scholarship Recipient
Teacher Assistant
Cass County**

- ♥ The quality of care a young child receives has been shown to dramatically impact his or her social, emotional, physical and intellectual development, and ultimately, success in school and life.
- ♥ Research studies show that top predictors of quality child care are educated providers, low staff turnover, low child/staff ratios and above minimum licensure or accreditation.

♥ *(North Carolina, Child Care Services Association)*

T.E.A.C.H. Early Childhood® NEBRASKA

Research



“This is a wonderful program that is beneficial to both the recipient and the program.”

Sponsoring Center
Director
Douglas County

♥ Education has typically been one of the most consistent predictors of observed quality.

♥ *(Midwest Child Care Study. Phillips, Mekos, Scarr, McCartney, and Abbott-Shim, 2000)*

T.E.A.C.H. Early Childhood® NEBRASKA

2002-2007

"I feel more professional & better qualified in my profession. I receive 4 or more calls daily for daycare. I believe the education has something to do with that."

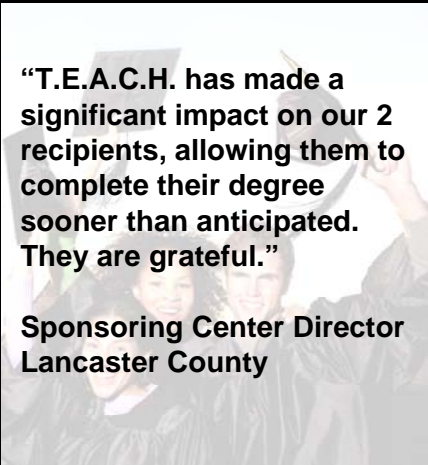
Scholarship Recipient
Family Child Care
Provider
Hall County

- ♥ 384 students have participated in T.E.A.C.H. from 2002-2007
- ♥ 227 different child care programs
 - ♥ 85% accept child care subsidy
- ♥ Primarily female
 - ♥ 381 Female
 - ♥ 3 Male

T.E.A.C.H. Early Childhood® NEBRASKA

2002-2007

♥ Positions



“T.E.A.C.H. has made a significant impact on our 2 recipients, allowing them to complete their degree sooner than anticipated. They are grateful.”

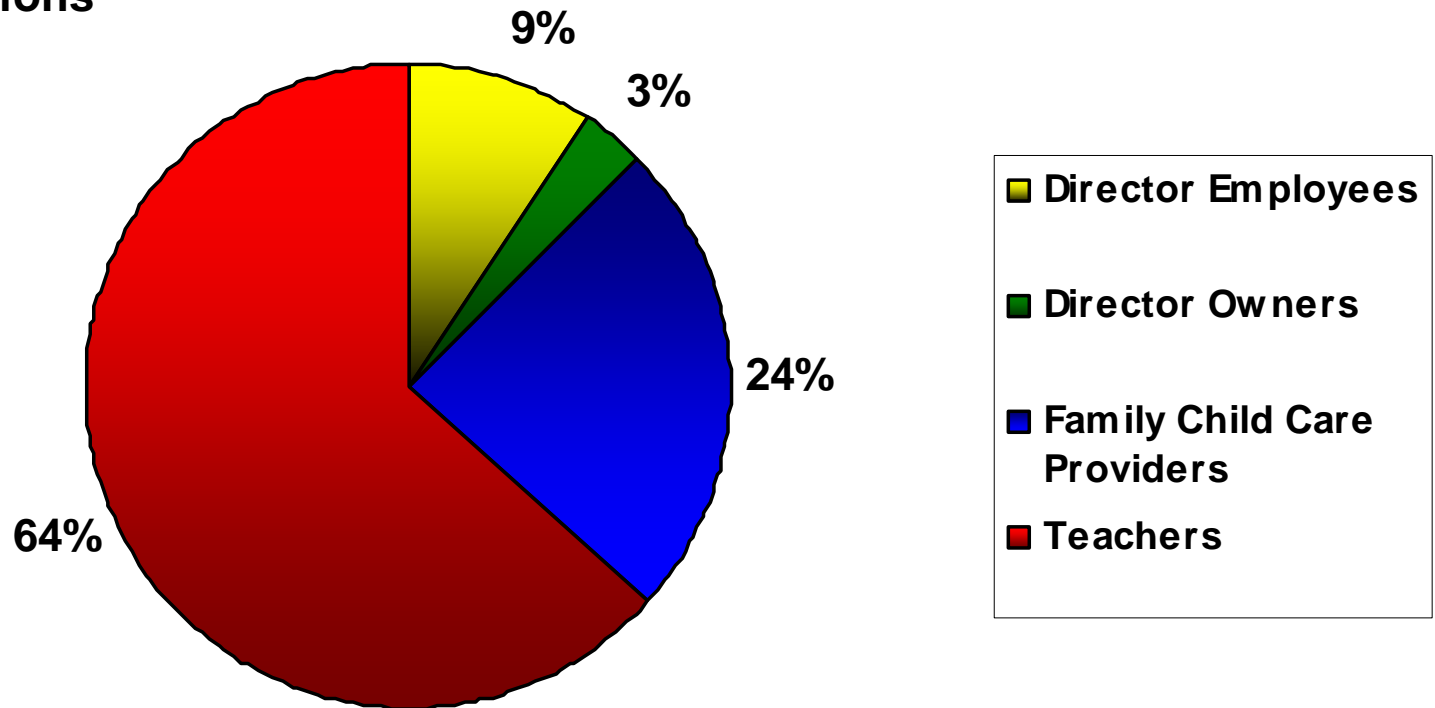
Sponsoring Center Director
Lancaster County

- ♥ 36 Director Employees
- ♥ 12 Director Owners
- ♥ 93 Family Child Care Providers
- ♥ 243 Teachers/Teacher Assistants


T.E.A.C.H. Early Childhood® NEBRASKA

2002-2007

Positions



2002-2007



“I’m grateful for the opportunity this education provides. I’m setting a great example to my children and my self esteem is high.”

**Scholarship Recipient
Family Child Care Provider
Sarpy County**

♥ Children Impacted

♥ Estimated that over 4,400 children impacted

Formula Used:

FCC- 8

Teachers- 15

Directors- 40

T.E.A.C.H. Early Childhood® NEBRASKA

2002-2007

"I would have never been able to go to school without it. I feel so fulfilled and at 48 years, I am finally able to do what I only dreamt about before and did it with straight A's!"

Scholarship Recipient
Teacher
Douglas County

♥ Statewide Program

♥ Students have attended

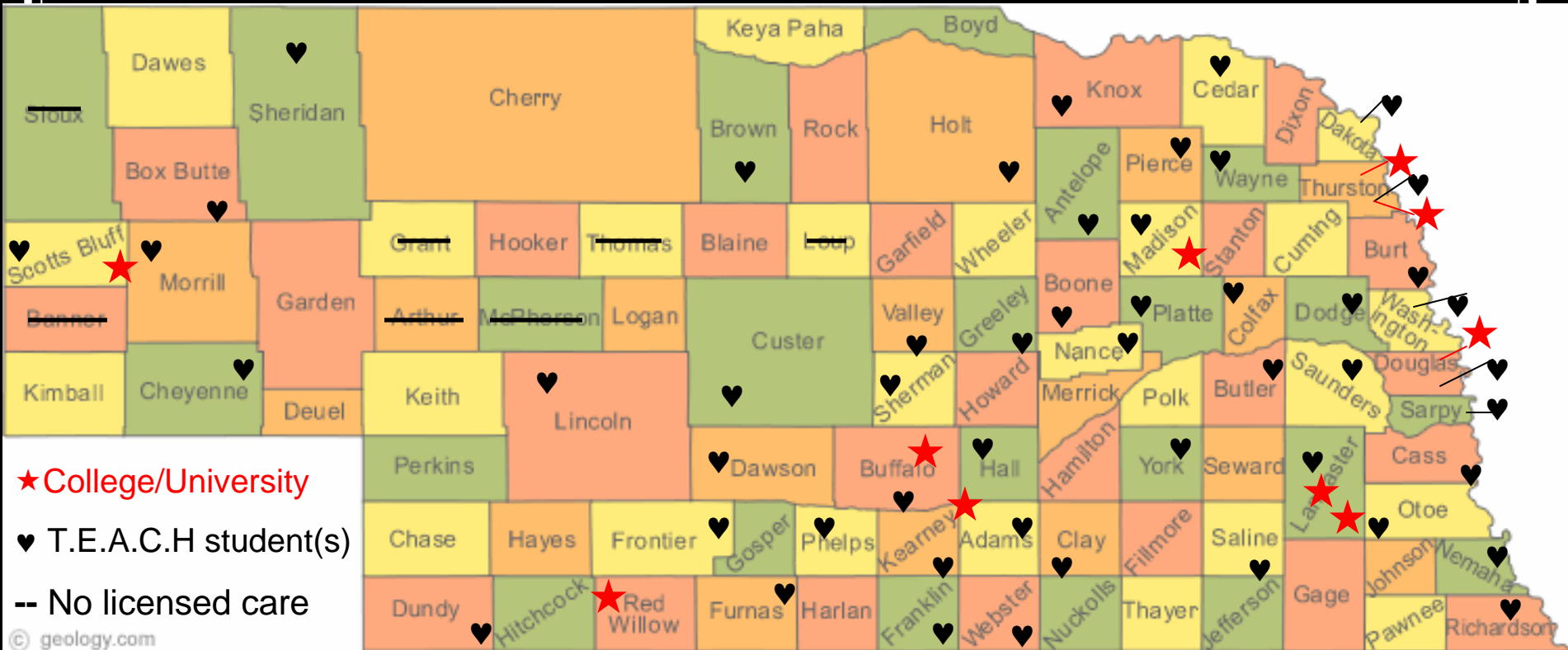
- ♥ 8 Community Colleges
- ♥ 2 Universities

♥ Counties

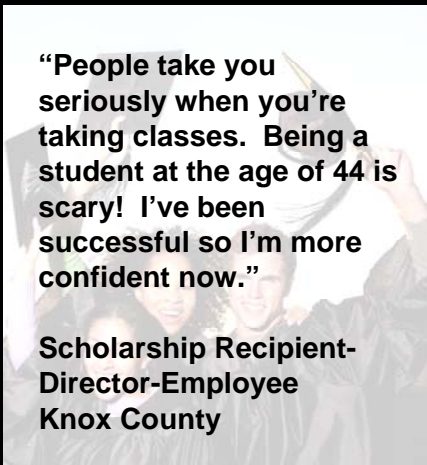
- ♥ Of the 86 counties in Nebraska that have licensed child care, 50 counties have at least one T.E.A.C.H. student living there.

T.E.A.C.H. Early Childhood® NEBRASKA

2002-2007



2002-2007



♥ Age

- ♥ Average student – 36 years old
- ♥ 155 students over 36 years old
- ♥ Oldest student – 80 years old
- ♥ Youngest student – 18 years old

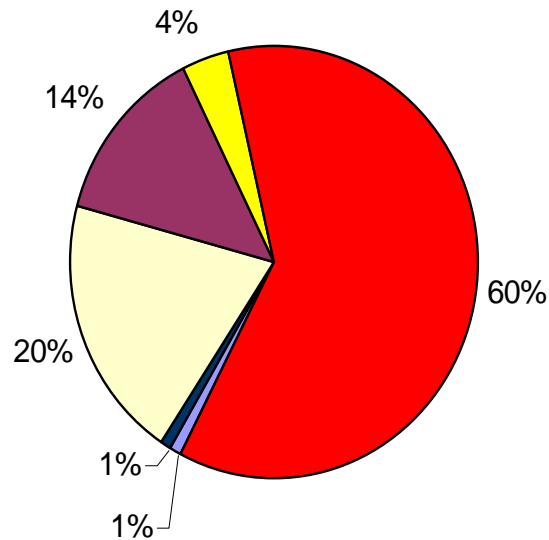
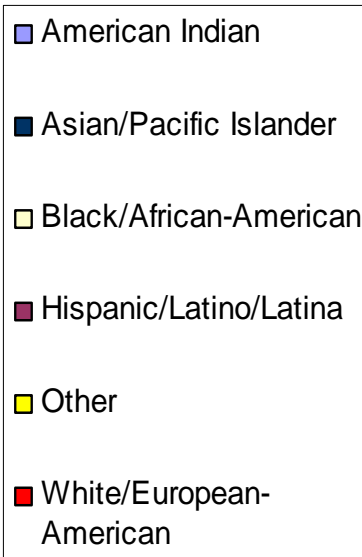
♥ Racial Demographics

- ♥ 40% Minority or Other

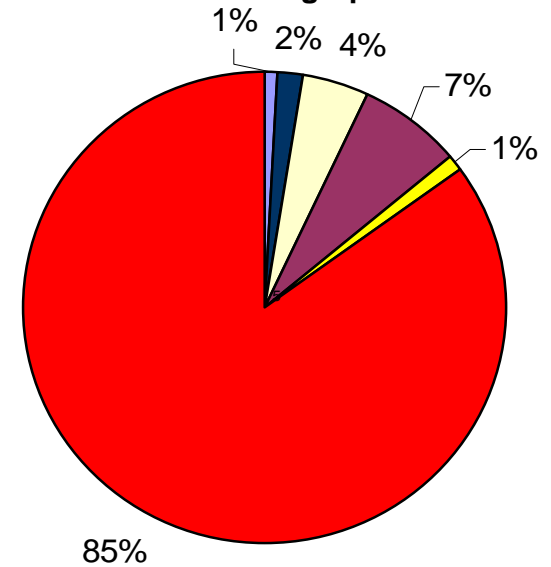
T.E.A.C.H. Early Childhood® NEBRASKA

2002-2007

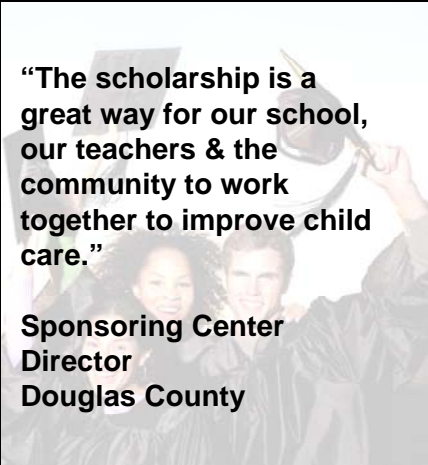
T.E.A.C.H. Racial Demographics



Nebraska Racial Demographics



Spanish Project




“The scholarship is a great way for our school, our teachers & the community to work together to improve child care.”

Sponsoring Center
Director
Douglas County

- ♥ Partnership between Metro Community College and T.E.A.C.H.
- ♥ Six Early Childhood classes taught in Spanish.
- ♥ 33 students have participated in these classes.

T.E.A.C.H. Early Childhood® NEBRASKA

Graduates



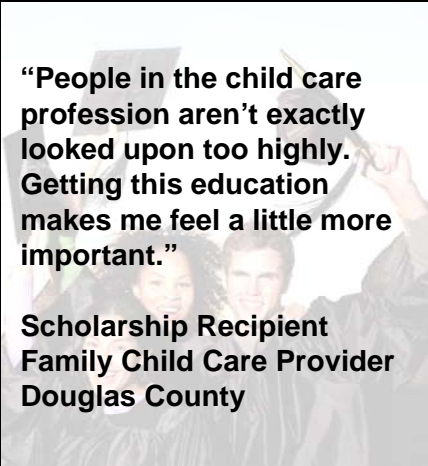
“I think it is important to never stop learning about the profession you're in, so I'm personally very thankful for the scholarship.”

Scholarship Recipient
Director Owner
Hall County

- ♥ 45 students graduated with their Associate Degree, since 2002
- ♥ 1 student graduated with her Bachelor Degree, since 2005
- ♥ 36 students reported an update
 - ♥ 35 still working in early childhood field
 - ♥ 30 still working at sponsoring program or operating family child care home

T.E.A.C.H. Early Childhood® NEBRASKA

Purpose- Increase Education



“People in the child care profession aren’t exactly looked upon too highly. Getting this education makes me feel a little more important.”

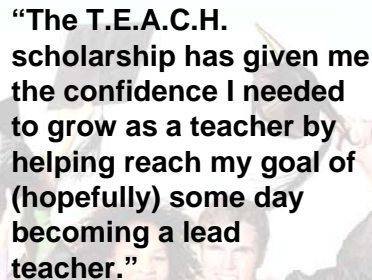
Scholarship Recipient
Family Child Care Provider
Douglas County

♥ Increase education

- ♥ Students complete between 9-15 semester credit hours within a 12 month period.
- ♥ Students are required to earn a grade of C or better in each class.

T.E.A.C.H. Early Childhood® NEBRASKA

Increased Education



“The T.E.A.C.H. scholarship has given me the confidence I needed to grow as a teacher by helping reach my goal of (hopefully) some day becoming a lead teacher.”

Scholarship Recipient,
Teacher
Douglas County

♥ 7388.5 total credits awarded

- ♥ 1766.5 Central Community College
- ♥ 3591.75 Metro Community College
- ♥ 39 Mid-Plains Community College
- ♥ 34 Nebraska Indian College
- ♥ 193 Northeast Community College
- ♥ 7 Little Priest Tribal College
- ♥ 1119.25 Southeast Community College
- ♥ 274 University of Nebraska- Kearney
- ♥ 46 University of Nebraska- Lincoln
- ♥ 318 Western Community College

T.E.A.C.H. Early Childhood® NEBRASKA

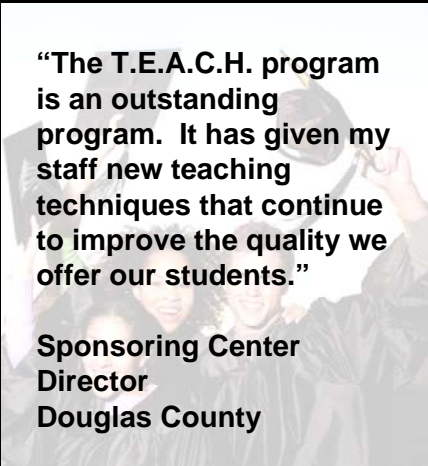
Increased Education



- ♥ 337 Completed Contracts
- ♥ Average of 13 credits earned per contract
- ♥ 97% class completion rate

T.E.A.C.H. Early Childhood® NEBRASKA

Increased Education



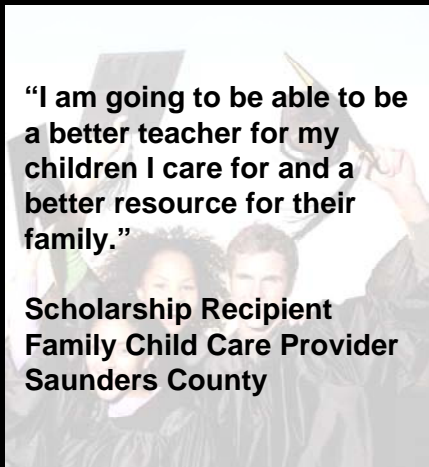
“The T.E.A.C.H. program is an outstanding program. It has given my staff new teaching techniques that continue to improve the quality we offer our students.”

Sponsoring Center
Director
Douglas County

- ♥ 177 students have had more than one contract
 - ♥ 7 students- 5 contracts
 - ♥ 18 students- 4 contracts
 - ♥ 49 students- 3 contracts
 - ♥ 103 students- 2 contracts
 - ♥ 211 students currently in an active contract

T.E.A.C.H. Early Childhood® NEBRASKA

Purpose- Increase Compensation

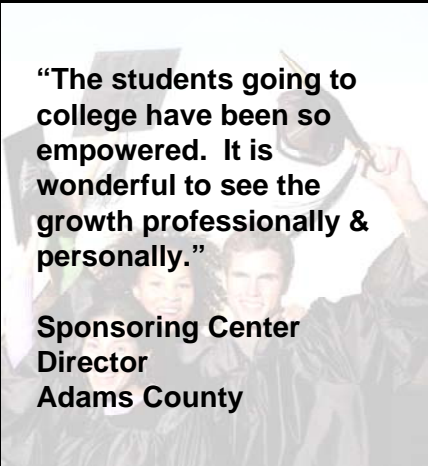


♥ Increase compensation

- ♥ Each student receives a \$350 bonus from T.E.A.C.H. at the end of each contract.
- ♥ Child care center teachers and director employees receive a matching bonus or a 2% increase in their salary from the their sponsoring center.

T.E.A.C.H. Early Childhood® NEBRASKA

Increased Compensation



“The students going to college have been so empowered. It is wonderful to see the growth professionally & personally.”

Sponsoring Center
Director
Adams County

♥ Center Raise/Bonus


- ♥ 128 Raise Option
- ♥ 151 Bonus Option

♥ Average yearly salary increase

- ♥ Center Directors 8%
- ♥ Teachers 5%

T.E.A.C.H. Early Childhood® NEBRASKA

Increased Compensation



“We believe T.E.A.C.H. is a valuable project for our staff to participate in. It has helped us to promote their education while also benefiting from their participation.”

Sponsoring Center
Director
Adams County

♥ Child Care Center Directors

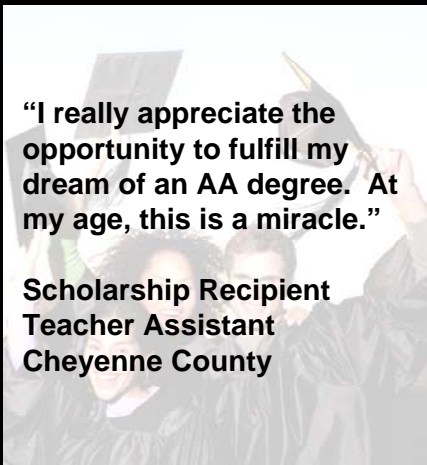
- ♥ Average salary/beginning contract \$10.28
- ♥ Average salary/ending contract center directors \$11.08

♥ Child Care Center Teachers/Assistants

- ♥ Average salary/beginning contract teachers \$8.47
- ♥ Average salary/ending contract teacher \$8.86

T.E.A.C.H. Early Childhood® NEBRASKA

Purpose- Reduce Turnover



♥ Reduce turnover

- ♥ Each scholarship requires the student to remain employed at their sponsoring program, after the completion of their contract, for a minimum of one year for Associate Degree scholarships or 18 months for Bachelor Degree scholarships.

T.E.A.C.H. Early Childhood® NEBRASKA

Reduced Turnover

“T.E.A.C.H. is a great support and opens up opportunities that many of the recipients would not have known or been able to participate in without T.E.A.C.H.”

Sponsoring Center
Director
Lancaster County

- ♥ 335 students out of 384 students fulfilled their commitment year of employment.
- ♥ The turnover for T.E.A.C.H. students is 13%.
 - ♥ 2004 Omaha EQUIP Study-Average Turnover
 - ♥ 28.7% Lead Teacher
 - ♥ 28.4% Teachers
 - ♥ 83.6% Assistant Teachers

T.E.A.C.H. Early Childhood® NEBRASKA

Current

“I’m just thankful for this scholarship. With my financial aid I was taking one class at a time or two at night and it was tough. With this scholarship I was able to work full time and go to school full time.”

**Scholarship Recipient
Lead Teacher
Lancaster County**

- ♥ 200 Students working on Associate Degree
- ♥ 17 Students working on Bachelor Degree/GAP Model
 - ♥ BA GAP Model
 - ♥ Starting Fall 07
 - ♥ Associate degree graduates working towards qualifying for Bachelor Degree scholarship.
- ♥ Next Five Years???

T.E.A.C.H. Early Childhood® NEBRASKA

“The only thing worse than training staff and having them leave, is not training and having them stay.”

-Henry Ford



CHILDREN . . . THE HEART OF THE MATTER

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Nebraska Association for the Education of Young Children

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