

“ This program has helped us to recruit and retain some of our most valuable employees. Well-trained, well-compensated employees are what any business needs to achieve quality.”

—T.E.A.C.H. Sponsor

WHAT IS THE T.E.A.C.H. WISCONSIN SCHOLARSHIP PROGRAM?

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

- Links education, compensation and commitment to improved quality of early childhood and school age care 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® WISCONSIN.
- Provides financial and other support to complete one of six scholarship models:
 - Credential Scholarship
 - 3-8 Credit Scholarship
 - Associate Degree Scholarship
 - Bachelor Degree Scholarship
 - Mentor Scholarship
 - Apprentice Scholarship

WHO IS RESPONSIBLE FOR WHAT?

T.E.A.C.H.

- Pays a major portion of tuition and books.
- Pays a travel stipend.
- Reimburses half of the release time.
- Provides administrative support and assistance as necessary.
- Pays a bonus at the end of a contract period, as specified in the contract.

Sponsor

- Pays a portion of tuition.
- Provides paid release time to employee.
- Pays a raise or a bonus to the employee at the completion of a contract.

Recipient/Employee

- Pays a portion 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 a period of time specified in the contract.

QUESTIONS?

T.E.A.C.H. Early Childhood® WISCONSIN

WISCONSIN EARLY CHILDHOOD ASSOCIATION

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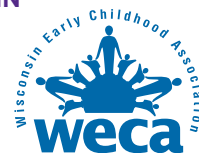
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www.wecanaeyc.org



T.E.A.C.H. is a program of the Wisconsin Early Childhood Association.



Scholarship Programs for Professional Development

Sponsor a scholarship recipient...
Build a high quality program, one
TEACHER at a time!

“ Sponsoring a scholarship recipient is hard work, but it’s worth it. It acknowledges that people can’t do it all — work, family and school — without support.”

—T.E.A.C.H. Sponsor

WHY SPONSOR A SCHOLARSHIP RECIPIENT?

A quality program counts on quality teachers! One of the most significant indicators of quality child care, and one that factors heavily in Wisconsin's proposed quality rating system, 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. According to the Wisconsin Child Care Research Partnership (2003), the turnover rate of T.E.A.C.H. recipients is one-third that of the rest of the Wisconsin child care workforce.

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.

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.

Want to ease into the role of sponsorship?

Ask us about the 3-8 credit scholarship model with a "limited option." When choosing this option, which can be used only twice, your financial commitment is less and in turn the scholarship recipient makes a one-year commitment to the field, but not necessarily to your program.

For more information on all scholarship models, contact us at 800-783-9322, ext. 7240, or 608-240-9880, ext. 7240.



I have watched confidence, commitment and competence grow among those who have been able to participate in the T.E.A.C.H. program."

—T.E.A.C.H. Sponsor



COMPARE THE COST OF TURNOVER TO THE COST OF SPONSORSHIP

COST OF TURNOVER VS. COST OF SPONSORING SCHOLARSHIP RECIPIENT	
estimated cost of one turnover event	\$2,005
cost of sponsoring a scholarship recipient	928
TOTAL ESTIMATED SAVINGS	\$1,077

ESTIMATED COST OF STAFF TURNOVER FOR ONE MONTH, ONE TURNOVER EVENT ¹		
direct costs	primarily substitutes, advertising and overtime pay for staff	\$1,500
indirect costs	20 hours of director time @ \$17/hour, including benefits	340
	15 hours of teacher time @ \$11/hour including benefits	165
total estimated cost*		\$2,005

*Total estimated cost does not include the incalculable costs of missed opportunities during this time period (for example, cancelled staff meeting; missed director support group meeting; delays in staff evaluations; no time for working on the new brochure, policies and procedures, grant proposals, etc.; limited parent contact this month...)

¹Adapted from *Taking on Turnover*, Center for the Child Care Workforce, 1999. In this example of the cost of teacher turnover at one center, a teacher leaves, giving two weeks notice. The center must cover the vacancy for one month. To calculate turnover cost in your center, insert your wage/salary numbers, and use *Taking on Turnover* as a guide for calculating hours devoted to turnover in your program.

Sponsoring a scholarship recipient is an investment that pays off!

COST OF SPONSORING A T.E.A.C.H. RECIPIENT FOR ONE YEAR FOR AN ASSOCIATE DEGREE SCHOLARSHIP ²		
tuition	20% of \$1,140 @ \$95/credit x 12 credits/year	\$228
release time	50% of \$900 (\$10/hour x 30 hours/semester for each of 3 semesters in a one-year contract) ³	450
compensation bonus ⁴		250
total cost to the center		\$928

²T.E.A.C.H. offers six scholarship models. This example uses figures for the Associate Degree Scholarship. T.E.A.C.H. Early Childhood® WISCONSIN and the scholarship recipient also contribute to the cost of a scholarship.

³Assumes the employee is earning \$10/hr, the amount at which T.E.A.C.H. reimburses. If the employee earns more or less than this, the cost to the center may be less or greater than indicated here.

⁴In most of the six T.E.A.C.H. scholarship models, the sponsoring center rewards the scholarship recipient with either a bonus or a raise upon completion of a contract. This example shows the bonus option because it is currently our most popular model.