Pennsylvania Child Care Association

What’s New at T.E.A.C.H. for ECE Programs 2017-2018

Welcome... Please sign in

• Sign-in by entering your first and last name into the Questions box
• If you are on a tablet or phone, the questions box may appear somewhere else on the screen

Housekeeping Details

• Attendees in Listen Only mode
• Headsets/earbuds improve audio
• Audio Issues?
• Dial in by phone to listen to the webinar

Questions?

Technical Support
Contact Theresa Rine at (717) 657-9000 x101 or theresa.rine@pacca.org

Our Agenda

• Share Updates
• Discuss Logistics and Requirements
• Answer Questions
• Dispel Myths
• Identify Next Steps
• Provide Resources
• Other?
T.E.A.C.H. Updates

- **Nationally:** Operating in 24 States & DC
- **PA Lead Agency:** Pennsylvania Child Care Association (PACCA)
- **Current Funding:** State and/or Federal
- **FY 17-18 Budget:** Almost $2.8 million
- **Anticipated # of Slots FY 17-18:** 1,000 +/-
- **Staffing:** Counselors & T.E.A.C.H. Director

Scholarship Types for 17-18

T.E.A.C.H. provides a variety of scholarships:

- CDA Comprehensive *(credit bearing coursework only)*
- CDA Assessment/Application
- Associate’s Degree
- Bachelor’s Degree
- Teacher Certification Only *(level I & II)*
- **NEW!** Director’s Credential *(BA & MA level)*
- **NEW!** Student Teaching/Practicum Only

A variety of scholarship models are available to meet applicant/employer needs. Release time & compensation vary by model; details found on scholarship applications.

Benefits

- Better Educated Teachers
- More Professional & Confident Teachers
- More Motivated Teachers
- Quality Standards Achieved
- Reduced Turnover
- Increased Program Marketability
- Recruitment Tool

*T.E.A.C.H. has help to create professionals in our program, along with a sense of accomplishment among staff and creditability with parents. Staff are more frequently regarded not only as care givers but as knowledgeable educators.*

~ Director, Sponsoring Child Care Program

Scholarship Components

- Scholarship
- Education
- Compensation
- Commitment
Scholarship Requirements

Recipient Agrees to:
- Successfully complete 9-15 semester hours each scholarship year toward an approved degree or credential in Early Childhood Education,
- Pay a portion of the tuition and books each semester,
- Remain at sponsoring center (or continue to operate family child care home) for a commitment period.

Center Agrees to:
- Sponsor employee by contributing the percentages of costs,
- Give paid release time each week to recipient,
- Award either a stipend or raise to recipient upon successful completion of the scholarship year.

PACCA Agrees to:
- Provide counseling & administrative support for all partners,
- Pay a percentage of tuition and other expenses,
- Maintain accurate financial and program records to ensure the integrity of the program.

Sponsorship for One Year
- Contracts are one year/12 months
- Employers may change model year to year
- Employers may sponsor 1 person or more

Required Components & Projected Costs
- Tuition (5-10% each semester) NEW!
- Paid Release Time (up to 90 hours per semester)
- Compensation ($600 bonus or 4% raise)

Paperwork
- Four forms
- Monthly release time claims (Form C)
- Notification of employment status change – in writing!

Sample Scholarship Model Ctr

<table>
<thead>
<tr>
<th>Center Model</th>
<th>T.E.A.C.H.</th>
<th>Recipient</th>
<th>Center</th>
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</thead>
<tbody>
<tr>
<td>Tuition</td>
<td>80%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>Books</td>
<td>75%</td>
<td>25%</td>
<td></td>
</tr>
<tr>
<td>Travel</td>
<td>$125</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Release Time</td>
<td>50 - 75%</td>
<td>25-50%</td>
<td></td>
</tr>
<tr>
<td>Compensation*</td>
<td>$0</td>
<td>4% raise or $600 bonus OR $300 stipend</td>
<td></td>
</tr>
<tr>
<td>OR</td>
<td>$300 stipend</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commitment</td>
<td>One additional year of employment</td>
<td></td>
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</tbody>
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T.E.A.C.H. Release Time

What is it?
- Paid time off for students to juggle college, life, work & family
- Used to attend class, study or handle personal needs
- PACCA provides reimbursement for hours provided
- Many directors indicate it’s difficult to provide, BUT most directors indicate it’s essential to the recipient’s success

How do I manage it?
- Develop internal approval process for release time hours
- Balance day-time classes with evening and weekend classes
- Provide time during normally scheduled work hours
- Schedule release time hours weekly or in larger blocks

What am I required to do?
- Provide some hours each semester
- Ensure adequate staff coverage
- Release time hours are not considered hours worked
- Claim hours monthly or end of semester
Any child care professional that is...

- **NEW!** currently employed at a DHS certified child care program, **Head Start or PreK Counts Program** that participates in Keystone STARS
- working approximately 25 – 30 hours or more per week (on average),
- earning less than $19 per hour ($25 for Directors),
- interested in pursuing a T.E.A.C.H. approved degree or credential in ECE or equivalent,
- committed to remaining in the Early Childhood Education field.

### Who is eligible to participate?

<table>
<thead>
<tr>
<th>Higher Education Institutions</th>
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</thead>
<tbody>
<tr>
<td><strong>NEW</strong> Higher Ed Partners</td>
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<tr>
<td>- Drexel University: on-line Bachelor’s degree in ECE with Teacher Certification and on-line Graduate Coursework for Level II Certification,</td>
</tr>
<tr>
<td>- Neumann University: CDA Credential, Bachelor’s degree, Director’s Credential and Teacher Certification</td>
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<tr>
<td>- Saint Francis University: on-line Associate’s degree in ECE and on-line Bachelor’s degree in ECE (certification and non-certification options available),</td>
</tr>
<tr>
<td>- University of Penn/Penn Literacy Network: credit bearing CDA curriculum and some ECE courses eligible for transfer to degree programs at other higher education institutions,</td>
</tr>
<tr>
<td>- Wilkes University: Bachelor’s degree in ECE with Teacher Certification</td>
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<tr>
<td>- List of partnering higher education institutions &amp; current status on PACCA’s website at <a href="http://www.pacca.org">www.pacca.org</a></td>
</tr>
<tr>
<td>- PACCA website also includes higher ed directory of college/university profiles</td>
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</tbody>
</table>

### Additional Eligibility Info

- BA applicants must have already earned an Associate’s degree in ECE or have at least 55 transferable credits toward a Bachelor’s degree in ECE, be eligible for admission as an in state student and have worked in child care in PA for at least one year.
- Scholarship awards are dependent upon funding availability of funds and priority of funders
- Other eligibility criteria may apply and are subject to change without notice.

### T.E.A.C.H. Application Process

**Apply Today!**

- Scholarship funding is available for current & upcoming semesters
- Complete and submit T.E.A.C.H. application to PACCA
- Applicants will receive an e-mail confirmation upon PACCA’s receipt of the application
- If eligible, applicant will be contacted by a Counselor for phone interview
- Applicants & employers will be notified by mail of status
- Contact a T.E.A.C.H. Counselor with any questions

**NEW!** Effective July 1, 2017, all applicants eligible for T.E.A.C.H. must use that option. Only applicants who do not meet T.E.A.C.H. eligibility criteria will be considered for Rising STARS Tuition Assistance.
Recommendations

Applications

- Submit applications at least 6 weeks prior to when the intended semester begins
- Complete the application entirely (center approval & participation agreement required)
- Include income verification & other required documentation
- Designate if applicant is already enrolled in courses and/or a degree program
- Respond to Counselor contacts ASAP

For More Information

- Visit PACCA’s website at www.pacca.org
- Contact a Scholarship Counselor with questions

Making the Case

Present the Whole Package

- Benefits
- Investments
- Cost Savings

Share T.E.A.C.H. Outcomes (FY 2013-2014)

- 13 credits completed annually
- 9% increase in earnings
- <3% turnover

Cost it Out $$$

- Calculate projected costs
- Identify sources of funds
- Highlight savings in staff turnover costs

Getting Started

Identifying Applicants - Considerations

- Number that budget will allow
- Length of employment, position & staff ed requirements
- Timeline for staff person to complete degree/credential

Selecting a Model

- Identify where most financial support is needed
- Consider other employer or union policies

Completing Applications

- Download applications with brochures
- Develop internal eligibility process & timeline
- Be sure center agreement page is complete

Next Steps for T.E.A.C.H.

- Collect feedback from providers and professionals regarding needs and challenges
- Review and revise current models; identify unmet needs & develop additional models
- Continue outreach to providers and staff to clarify requirements, costs and commitments
- Develop & disseminate additional T.E.A.C.H. resources to providers & staff
  - T.E.A.C.H. Fact Sheets
  - T.E.A.C.H. Ambassador Program
  - T.E.A.C.H. Training/Session – Highlight Case Studies
- Update and expand higher ed directory
How Can We Help?

- Questions
- Concerns
- Comments
- Suggestions
- Opportunities

Contact Us....

Contact a T.E.A.C.H. Counselor by phone or e-mail.
Phone: (717) 657-9000
Website: https://www.pacca.org/contact_teach.php

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