



T.E.A.C.H. Early Childhood® Vermont

Early Childhood Associate Degree Scholarship Program

Center Based Early Childhood Educators to Date	28
Center Based Child Care Directors to Date	4
Home-Based Child Care Recipients to Date	18
FY16 Center Based Early Childhood Educators	23
FY16 Center Based Child Care Directors	2
FY16 Home-Based Child Care Recipients	15

To date, Early Childhood Associate Degree Scholarship recipients completed a total of 679 credit hours of course work towards an associate degree with 367 of these credits earned during FY16. Moreover, 16 recipients graduated with an Associate's Degree in Early Childhood Education to date and 5 graduated in FY16.

Increased Education

All scholarship recipients have increased their education. Participants in the programs are contractually obligated to earn 9-15 credits. The FY16 data shows that teachers participating in the Early Childhood Associate Degree Scholarship Program completed on average: 11.9 Credits

Increased Compensation

All T.E.A.C.H. scholarship recipients receive some compensation upon completion of contract or after obtaining their credentials. Participants in the Associate Degree Scholarship Program receive increased compensation in the form of either a raise from their sponsoring center plus a bonus from T.E.A.C.H. or a bonus given in installments by both their sponsoring center and T.E.A.C.H. Early Childhood Vermont. The required raise/bonus is expected to increase recipients' salaries by 1.5%. Data shows that the average starting wage of T.E.A.C.H. recipients is \$10.76 and the overall hourly wage increase for FY16 is 2%.

Reduced Turnover

T.E.A.C.H. scholarship recipients commit to an additional year in their sponsoring centers or programs after contract completion in order to fulfill their obligation to T.E.A.C.H. and to receive full compensation. The overall turnover rate of T.E.A.C.H. Associate Degree Scholarship recipients is 10% with FY16 showing a turnover rate of 0%.

Other Scholarship Initiatives

With funding from the Vermont Agency of Education and in collaboration with Vermont Birth to Five, T.E.A.C.H. Early Childhood Vermont has developed new scholarship models that support provisional licensure holders to obtain the early childhood or early childhood special education endorsement. Scholarship models reflect the needs of those seeking to participate in alternative pathways to licensure including License to License, Transcript Review Process, Higher Ed Collaborative Participation, and the Peer Review Process. This effort is timely in that it addresses the need for licensed teachers in early childhood to fulfill requirements of Vermont's ACT 166 publically funded preschool launch. T.E.A.C.H.



anticipates the growth of these models and the positive impact they will have on increased education, compensation, and reduced turnover.