

# Frequently Asked Questions



## TEACHER EDUCATION AND COMPENSATION HELPS

### 1. What is the T.E.A.C.H. D.C. Early Childhood® Scholarship Program?

Established in 1990, the [T.E.A.C.H. Early Childhood® Scholarship Program](#) launched as a small pilot program providing a single comprehensive scholarship model to 21 early childhood teachers in North Carolina. Since then, the program has expanded to include states across the country. The T.E.A.C.H. Early Childhood® Scholarship Program offers a strategy for systematically improving the education, compensation, and retention of the early learning workforce. This model is based on a partnership principle that involves the sharing of financial responsibilities by the teacher, director, or family childcare provider receiving the scholarship; the sponsoring child care facility; and the T.E.A.C.H. program. The [National Black Child Development Institute \(NBCDI\)](#) is licensed and authorized to administer the T.E.A.C.H. Early Childhood® Scholarship Program in Washington, DC.

As NBCDI's largest program, the T.E.A.C.H. D.C. Early Childhood® Scholarship Program provides scholarships to the early learning workforce to complete coursework towards their Associate's and Bachelor's degrees in Early Childhood Education to: 1) increase their compensation; 2) improve their student outcomes by ensuring high-quality care and education for young children and families; and 3) earn their credentials to increase their capacity and improve their practices in the field of early childhood education.

### Our Mission

For more than 40 years, the National Black Child Development Institute (NBCDI) has been at the forefront of engaging leaders, policymakers, professionals, and parents and caregivers around critical and timely issues that directly impact Black children and families. We are a trusted partner in delivering culturally relevant resources that respond to the unique strengths and needs of Black children around issues, including early care and education, health and wellness,

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child welfare, literacy, and family engagement. With the support of our National Affiliate Network in communities across the country, we are committed to our mission “to improve and advance the quality of life for Black children and their families through education and advocacy.”

The T.E.A.C.H. D.C. Early Childhood® Scholarship Program supports increased access to effective education by providing professional development scholarships to early childhood educators. In alignment with the T.E.A.C.H. National Center’s mission, T.E.A.C.H. DC is deeply committed “to improve the education, training, compensation, and stability of the early learning workforce to ensure the long-term success of infants, toddlers, preschoolers, and families in the District of Columbia.”

### Our Vision

NBCDI envisions a society that ensures a successful future for all children.

In alignment with the vision of the T.E.A.C.H. National Center and NBCDI, the T.E.A.C.H. D.C. Early Childhood® Scholarship Program envisions every child in an early care and education setting with well-educated and -compensated early childhood educators who earn a living wage and have access to affordable college education and workforce supports.

## 2. What does the T.E.A.C.H. D.C. Early Childhood® Scholarship Program provide?

The T.E.A.C.H. D.C. Early Childhood® Scholarship Program provides:

- Scholarships that cover 90% of tuition and 90% of book costs.
- A \$200 travel credit each semester T.E.A.C.H. DC scholars attend class, excluding the summer semester.

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- Paid release time to ensure T.E.A.C.H. D.C. scholars can attend class, study, or run errands during the workday.
- Increased compensation in the form of a bonus or raise upon successful completion of at least nine college credits each annual contract.
- Counseling and administrative support to T.E.A.C.H. D.C. scholars and sponsoring early care and education centers.

### **3. What are the requirements for sponsoring early care and education centers that employ scholarship recipients of the T.E.A.C.H. D.C. Early Childhood® Scholarship Program?**

Sponsoring early care and education centers are required to:

- Contribute 5% towards the cost of tuition and books.
- Provide T.E.A.C.H. D.C. scholarship recipients with between one and three hours of paid release time each week during the academic semester.
- Award T.E.A.C.H. D.C. scholarship recipients a bonus or raise upon the successful completion of their annual contract requirements within six months.

### **4. What are the requirements for scholarship recipients in the T.E.A.C.H. D.C. Early Childhood® Scholarship Program?**

T.E.A.C.H. D.C. scholarship recipients are required to:

- Attend classes and successfully complete required courses.
- Contribute 5% towards the cost of tuition and books.

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- Agree to continue working at their sponsoring early care and education center, or family childcare home for one year following the successful completion of the T.E.A.C.H. D.C. Early Childhood® Scholarship Program.

### 5. Who benefits from the T.E.A.C.H. D.C. Early Childhood® Scholarship Program?

- **Sponsoring Early Care and Education Centers:**
  - Sponsoring early care and education centers benefit from the program by having staff members who possess the knowledge, tools, and skills to implement best practices in early childhood education in the classroom. Centers also experience reduced turnover, which improves the quality of care and education for the children and families at the center.
- **Scholarship Recipients:**
  - Teachers and family childcare providers increase their formal education as they attend classes and are better compensated through participation in the program. In turn, they experience professional growth and increased job satisfaction.
- **Children and Families:**
  - Children and families are the main beneficiaries of the T.E.A.C.H. Early Childhood® Scholarship Program – DC. Children and families benefit from the program by having consistent caregivers with a commitment to the field. With the support of the T.E.A.C.H. DC program, they also benefit from teachers who are more sensitive and responsive to their needs, and whose care and education align with best practices in the field.

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### **6. How and when does the T.E.A.C.H. D.C. Early Childhood® Scholarship Program award compensation to its scholarship recipients?**

Scholarship recipients are awarded compensation in the form of a raise or bonus following the successful completion of their annual contract with the T.E.A.C.H. D.C. Early Childhood® Scholarship Program.

### **7. When does the scholarship recipient's commitment to the sponsoring center or home childcare provider begin?**

The scholarship recipient's commitment to continue working at the sponsoring center or home childcare provider begins when the scholar completes a contract with the T.E.A.C.H. D.C. Early Childhood® Scholarship Program.

### **8. Does a scholarship recipient need to maintain a certain grade point average in order to continue participating in T.E.A.C.H. D.C. Early Childhood® Scholarship Program?**

A scholarship recipient must successfully complete each course as required by his/her early childhood degree program at the college (s)he is attending. T.E.A.C.H. D.C. Early Childhood® Scholarship Program encourages all participants to do their best.

### **9. Can an early childhood educator be a scholarship recipient of the T.E.A.C.H. D.C. Early Childhood® Scholarship Program if his/her center or family childcare home will not sponsor him/her?**

At this point, only teachers whose employers are willing to support their participation in T.E.A.C.H. D.C. Early Childhood® Scholarship Program can

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participate in the program. One of the requirements for this program is a partnership and commitment from all parties who benefit. Therefore, without center or family childcare home sponsorship, prospective scholarship recipients would not be eligible. We encourage you to have the program director or family childcare homeowner contact the T.E.A.C.H. D.C. Early Childhood® Scholarship Program office, so we can address their questions and concerns.