

T.E.A.C.H. EARLY CHILDHOOD® IOWA SCHOLARSHIP PROGRAM



T.E.A.C.H. Early
Childhood®

Iowa

*A Program of Iowa Association for
the Education of Young Children*

WHAT IS TEACHER EDUCATION AND COMPENSATION HELPS (T.E.A.C.H.)?

EDUCATION

T.E.A.C.H. helps participants to earn a required number of college credit hours in early childhood education.

SCHOLARSHIP

T.E.A.C.H. offers financial support to pay for college courses, books, travel, and time away from work.

COMPENSATION

T.E.A.C.H. participants earn a raise or bonus after successful completion of a year of education.

COMMITMENT

T.E.A.C.H. participants agree to continue service as a child care professional in their current early care and education setting.

COUNSELOR

T.E.A.C.H. Counselors offer support to navigate the college process and T.E.A.C.H. paperwork.

WHAT IS THE EARLY CHILDHOOD EDUCATION CAREER PATHWAY?

MASTER'S DEGREE

TEACHING LICENSE

BACHELOR DEGREE

ASSOCIATE DEGREE

DIPLOMA / CERTIFICATE

CHILD DEVELOPMENT ASSOCIATE CREDENTIAL

WHAT WILL T.E.A.C.H. PAY FOR?

T.E.A.C.H. scholarship contracts are for one year each, supporting tuition for up to 15-20 credits, books, release time (paid time away from work to balance school, work, and family responsibilities), travel costs, and an annual bonus or raise. Scholarships also support part-time student status.

WHERE CAN YOU GO TO COLLEGE?

Use T.E.A.C.H. to attend any community college or four-year college/university in Iowa that has an early childhood education program. CDA® coursework is supported if taken for college credit.

AM I ELIGIBLE?

You may be eligible for a scholarship if you are:

- Working toward an early childhood degree, credential, or endorsement or taking a course for WAGE\$
- Working with children birth to preschool in your current program (for at least three months)
- Working in a regulated preschool, child care center, or home program at least 30 hours per week (part day models available for those working at least 20 hours per week)
- Have the support of your employer (if applicable)

[LEARN MORE ABOUT IOWA EARLY CARE AND EDUCATION TEACHING CAREER PATHWAYS](#)

T.E.A.C.H. BENEFITS

- Since 2003, more than **3,000 scholarships** have been awarded.
- On average, T.E.A.C.H. scholars maintain a **GPA of 3.0 or higher**.
- T.E.A.C.H. helps provide **well-prepared and better-educated** teachers for Iowa's young children.
- National rates of turnover are around 30% annually. Turnover rates for T.E.A.C.H. recipients are **5-6%** annually.
- T.E.A.C.H. recipients receive an **average wage increase of 10%** a year.
- Program directors report that staff on T.E.A.C.H. provide **more developmentally appropriate** care and education and **increased early childhood skills and knowledge**.
- Children whose mothers are college-educated are **more likely to attend college** themselves and have a **higher earning potential** over the course of their lives. ([Source](#))



FREQUENTLY ASKED QUESTIONS

HOW DO I CHOOSE A MODEL?

T.E.A.C.H. has three basic models for full time center staff. In all models, teachers contribute 10% of the cost of tuition and books and programs provide paid release time. A Counseling Specialist can help you choose the model that works best for your program.

- **The Raise Model:** programs contribute 10% of the cost of books and tuition, and agree to provide a 4% (or greater) raise, above any raise all staff receive.
- **The Bonus Model:** programs contribute a percentage of the cost of tuition and books, and agree to contribute toward a bonus.
- **The Plus Model:** (for programs that cannot provide a raise or bonus) programs contribute a higher percentage of tuition and books and T.E.A.C.H. pays the entire bonus.

HOW SHOULD I OFFER RELEASE TIME?

- Offer release time during rest time so scholarship recipients can study or use the center's computer and other resources for papers and class projects.
- Schedule release time when classroom ratios are down. Recipients can come in late or leave work early and, if necessary, directors can use staff from other classrooms to substitute.
- Pay recipients for their lunch breaks.
- Accumulate release time and provide a whole or half day off before a test, final exam or when a class project is due. This will give scholarship recipients extra time to prepare for these big events.

FREQUENTLY ASKED QUESTIONS

WHAT IS EXPECTED OF MY PROGRAM?

- Contribute a portion of tuition and book costs.
- Provide teachers paid release time each semester, if applicable.
- Award the teacher either a raise or bonus upon completion of the one-year scholarship contract, if applicable.
- Notify T.E.A.C.H. if employment status changes.

WHAT IS EXPECTED OF SCHOLARSHIP RECIPIENTS?

- Attend classes and successfully complete at least 9 credit hours during the T.E.A.C.H. contract year.
- Continue employment at your program for an additional year, upon completion of the contract year.
- Contribute 10% of tuition and book costs for each course.

CAN MY PROGRAM AFFORD TO SPONSOR STAFF?

Chances are, yes. The important question is whether you can afford NOT to sponsor your staff. As many directors know, addressing turnover is expensive and time-consuming; the costs can range from several hundred dollars per employee to nearly 1.5x an employee's annual salary. The national turnover rate in early care and education is about 30%, while for T.E.A.C.H. scholars, the turnover rate is only around 5-6%.

WHAT IS RELEASE TIME?

Release time is paid time away from work to balance school, work, and family responsibilities. Recipients receive up to 48 hours of release time per semester, pending model type and course load. It is reimbursed at \$15/hr.

FREQUENTLY ASKED QUESTIONS

CAN STAFF PARTICIPATE IN BOTH T.E.A.C.H. AND WAGE\$?

Yes! The T.E.A.C.H. Early Childhood® Iowa scholarship program and the Child Care WAGE\$® Iowa salary supplement program go hand-in-hand. T.E.A.C.H. supports someone to increase their education as they work their way up the WAGE\$ scale and increase their education. Participants in both programs can receive compensation from T.E.A.C.H. and stipends from WAGE\$ simultaneously. Ask us how to participate in both programs!

HOW MUCH WILL IT COST?

Costs vary depending on how much financial aid an employee receives, how many courses they take, book costs, and which model is chosen. T.E.A.C.H. Counselors are able to provide an estimate tailored to your program. Calculate your costs: iowaaeyc.org/programs/teach/scholarship-savings-calculator

HOW DOES THE MONEY FLOW?

- 1** Let your T.E.A.C.H. Counselor know what course(s) you've registered for. T.E.A.C.H. will let your college know which courses will be paid for.
- 2** Purchase textbooks, then send Form B or B/C to your T.E.A.C.H. Counselor with a copy of the book receipts. T.E.A.C.H. pays college tuition bill, then processes book reimbursements and semester stipends.
- 3** Center staff send Form C detailing your release time and all recipients send semester grades to your T.E.A.C.H. Counselor. Recipient & program receives either a check or invoice from T.E.A.C.H.
**Recipient receives bonus or raise upon contract completion*



CHILD DEVELOPMENT ASSOCIATE CREDENTIAL

CDA[®]



Iowa

NAVIGATOR

A Program of Iowa Association for
the Education of Young Children

The Child Development Associate[®] (CDA) Credential[™] is a nationally recognized credential earned by those working in the early care and education field. The credential is based on a core set of competency standards and includes an assessment process by the Council for Professional Recognition.

Our CDA Navigators work side-by-side with CDA Candidates to support and facilitate the CDA process across the state of Iowa. They also build partnerships with community colleges and other training entities that provide education and training for the early childhood workforce. If you'd like to pursue your CDA and want the support of our Navigators, send an email to cda@iowaaeyc.org.

CDA[®] ASSESSMENT SCHOLARSHIP INFORMATION

Recipient provides:

- 15% CDA Application Fee (\$65)
- Remain in field for six months

T.E.A.C.H. provides:

- 85% CDA Application Fee (\$360)
- Additional compensation (see model options below)

MODEL	EDUCATION	COMPENSATION
CDA	120 training hours or combination of college credits	\$200 Bonus
CDA+	Iowa Community College Alliance's 12 recommended college credits	\$300 Bonus

5 STEPS TO GETTING YOUR CDA[®]



01 Candidates need 120 hours of Early Childhood training or college credits in eight subject areas. [Visit our website](#) to learn more about the subject areas and the Iowa Community College Early Childhood Alliance recommended coursework.



02 Items that will need to be included in your portfolio: Summary of Education, Family Questionnaires, Reflective Statements of Competence, Resource Collection and Professional Philosophy Statement. Need help? Contact one of our CDA Navigators.



03 Once your portfolio is finished, you have two applications to complete: the application to the Council and the application for a CDA[®] Assessment scholarship through T.E.A.C.H. The T.E.A.C.H. scholarship will pay 85% of the CDA Assessment fee. Contact one of our CDA Navigators at cda@iowaaeyc.org or email teach@iowaaeyc.org for assistance with these applications.



04 Schedule your exam and verification visit in your CDA Council account. Contact one of our CDA Navigators at cda@iowaaeyc.org for assistance.



05 Celebrate! Once you have earned your CDA[®] Credential, send a copy to your T.E.A.C.H. Counselor to receive your bonus. After earning your CDA Credential, you could be eligible for the WAGE\$ program. To learn more about WAGE\$, visit iowaaeyc.org or contact a WAGE\$ Counselor at wages@iowaaeyc.org.



CENTER AND PRESCHOOL TEACHER OPTIONS - ASSOCIATE

Recipient provides:

- 10% tuition and books
- 9-15 college credits
- Commitment to another year in the sponsoring program

Employer provides:

- Release time
- Portion of tuition and books
- Additional compensation (choose a model below)

MODEL	EDUCATION	COMPENSATION
AT1	10% Tuition & Books	4% Annual Raise
AT2	40% Tuition & Books	\$400 Annual Bonus
AT2+	60% Tuition & Books	N/A

T.E.A.C.H. provides:

- Remaining portion of tuition and books
- Compensation for up to 48 hours of release time
- Counseling
- Remainder of total \$800 bonus (AT2 and AT2+ only)
- \$100 travel/internet stipend

Note: A 3-6 Credit Model (3-6CA) is available to those who need less than nine credits. It is the same as above, with the following exceptions:

- *Recipient* takes 3-8 credits and commits to nine months in program
- *Employer* provides 20% tuition and books (no additional compensation)
- *T.E.A.C.H.* provides \$250 bonus (3-5 cr) or \$350 bonus (6-8 cr)



CENTER AND PRESCHOOL TEACHER OPTIONS - BACHELOR

Recipient provides:

- 10% tuition and books
- Commitment to another year in the sponsoring program
- 9-18 college credits

Employer provides:

- Release time
- Additional compensation (choose a model below)
- Portion of tuition and books

MODEL	EDUCATION	COMPENSATION
BT1	10% Tuition & Books	4% Annual Raise
BT2	20% Tuition & Books	\$500 Annual Bonus
BT2+	35% Tuition & Books	N/A

T.E.A.C.H. provides:

- Remaining portion of tuition and books
- Compensation for up to 48 hours of release time
- Counseling
- Remainder of total \$1,000 bonus (BT2 and BT2+ only)
- \$100 travel/internet stipend

Note: A 3-6 Credit Model (3-6CB) is available to those who need less than nine credits. It is the same as above, with the following exceptions:

- Recipient takes 3-8 credits and commits to nine months in program
- Employer provides 20% tuition and books (no additional compensation)
- T.E.A.C.H. provides \$300 bonus (3-5 cr) or \$400 bonus (6-8 cr)



PART DAY EMPLOYEE OPTIONS

AVAILABLE FOR THOSE WORKING 20-29 HOURS/WEEK

Recipient provides:

- 9-20 college credits
- 10% tuition and books
- Commitment to another year in the sponsoring program

Employer provides:

- Portion of tuition and books
- Additional compensation (choose a model below)

MODEL	EDUCATION	COMPENSATION
AP1 (Associate Level)	10% Tuition & Books	\$150 of \$300 Annual Bonus
BP1 (Bachelor Level)	20% Tuition & Books	\$275 of \$550 Annual Bonus

T.E.A.C.H. provides:

- Remaining portion of tuition and books
- Remainder of bonus
- Counseling
- \$100 travel/internet stipend

LOOKING FOR MORE INFORMATION ABOUT T.E.A.C.H.?

Check out our whiteboard videos! These brief, three-minute videos go into more detail about the T.E.A.C.H. scholarship program, including application details.





FAMILY CHILD CARE OPTIONS

Recipient provides:

- Commitment to another year in family child care
- Portion of tuition and books (choose a model below)

MODEL	EDUCATION	COMPENSATION
AF1 (Associate Level)	9-15 Credits 50% Tuition & Books	\$400 Annual Bonus
3-6CAF (Associate Level)	3-8 Credits 30% Tuition & Books	\$250 Bonus (3-5 cr) \$350 Bonus (6-8 cr)
BF1 (Bachelor Level)	9-18 Credits 40% Tuition & Books	\$450 Annual Bonus
3-6CBF (Bachelor Level)	3-8 Credits 30% Tuition & Books	\$300 Bonus (3-5 cr) \$400 Bonus (6-8 cr)

T.E.A.C.H. provides:

- Remaining portion of tuition and books
- Compensation for up to 48 hours of release time
- Counseling
- Compensation bonus
- \$100 travel/internet stipend



DIRECTOR OPTIONS - ASSOCIATE

Recipient provides:

- 10% tuition and books
- Commitment to another year in the sponsoring program
- 9-18 college credits

Employer provides:

- Portion of tuition and books
- Additional compensation (choose a model below)

MODEL	EDUCATION	COMPENSATION
AD1	10% Tuition & Books	4% Annual Raise
AD2	40% Tuition & Books	\$400 Annual Bonus
AD2+	60% Tuition & Books	N/A

T.E.A.C.H. provides:

- Remaining portion of tuition and books
- Counseling
- Remainder of total \$800 bonus (AD2 and AD2+ only)
- \$100 travel/internet stipend

Note: A model for Director-Owners (AD3) is available. It is the same as above, with the following exceptions:

- Recipient pays 20% tuition and books.
- Employer does not pay tuition/books, but is suggested to give an additional annual bonus.
- T.E.A.C.H. provides \$400 bonus.



DIRECTOR OPTIONS - BACHELOR

Recipient provides:

- 10% tuition and books
- 9-18 college credits
- Commitment to another year in the sponsoring program

Employer provides:

- Portion of tuition and books
- Additional compensation (choose a model below)

MODEL	EDUCATION	COMPENSATION
BD1	10% Tuition & Books	4% Annual Raise
BD2	20% Tuition & Books	\$500 Annual Bonus
BD2+	35% Tuition & Books	N/A

T.E.A.C.H. provides:

- Remaining portion of tuition and books
- Counseling
- Remainder of total \$1,000 bonus (BD2 and BD2+ only)
- \$100 travel/internet stipend

Note: A model for Director-Owners (BD3) is available. It is the same as above, with the following exceptions:

- Recipient pays 20% tuition and books.
- Employer does not pay tuition/books, but is suggested to give an additional annual bonus.
- T.E.A.C.H. provides \$500 bonus.

APPLY NOW

Contact a
T.E.A.C.H. Counselor

(515) 331-8000
teach@iowaaeyc.org

visit us

iowaaeyc.org/programs/teach



APPLICATION



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Iowa

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