

T.E.A.C.H. EARLY CHILDHOOD®VERMONT EVALUATION REPORT



The Survey was conducted from July 1, 2019 – June 30, 2021

Summary of findings for each individual item on the Recipient Survey

52 surveys were distributed and 45 were collected.

Link to survey: <https://www.surveymonkey.com/r/QBLW66X>

Question	Findings
1. My TEACH Counselor is:	Brenda Schramm
2. How many contracts have you had with T.E.A.C.H. Early Childhood® VERMONT?	1: 50% 2: 35% 3: 13% 5: 2%
3. I found the requirement that I complete a minimum of 9 credits in one year to be:	Very easy to complete: 45% About right: 47% Somewhat difficult: 6% Not applicable: 2%
4. I found having time off during the week when I was taking classes to be:	Extremely important: 58% Nice to have: 36% Not very important: 2% Not applicable: 4%
5. I found the amount of release time provided by the T.E.A.C.H. Early Childhood® VERMONT scholarship to be:	Too little: 9% About right: 82% Too much: 5% Not applicable: 4%
6. I found my share of the cost of tuition to be: (If you were not responsible for a percentage of your tuition, please select Not applicable)	Too little for me to pay: 0% About right: 64% Too much for me to pay: 0% Not applicable: 36%

<p>7.I found my share of the cost of books to be: (If you were not responsible for a percentage of your books, or did not need to purchase books at all, please select Not applicable)</p>	<p>Too little for me to pay: 0% About right:67% Too much for me to pay: 4% Not applicable:29%</p>
<p>8.I found my sponsoring center to be: (if you are a family childcare provider/owner, please select Not applicable)</p>	<p>Very supportive: 73% Somewhat supportive:16% Not supportive:0% Not applicable:11%</p>
<p>9. I found the \$80 Access Stipend per semester to be</p>	<p>Too little:2% About right:76% Too much:4% Not Applicable:18%</p>
<p>10. I found The Vermont Association for the Education of Young Children (VTAEYC) staff to be:</p>	<p>Very supportive: 67% Supportive: 33% Not supportive:0%</p>
<p>11. How satisfied are you with the college and services provided?</p>	<p>Academic Advisor: Very Satisfied 64% Satisfied: 33% Not Satisfied: 1% Not Applicable: 0%</p> <p>Financial Aid Advisor: Very Satisfied 53% Satisfied: 36% Not Satisfied: 0% Not Applicable: 11%</p> <p>Academic Services (Tutoring, Writing Lab, etc.): Very Satisfied 51% Satisfied: 31% Not Satisfied: 0% Not Applicable: 18%</p> <p>Course Options (For example - variety of topics offered): Very Satisfied 60% Satisfied: 36% Not Satisfied: 2% Not Applicable: 2%</p> <p>Course Format Offered (weekend, hybrid, evening, online): Very Satisfied 56% Satisfied: 36% Not Satisfied: 6% Not Applicable: 2%</p>
<p>12. If you participated in online courses, were you able to find an adequate selection to complete your program?</p>	<p>Too little: 4% About right: 89% Too much:0% Not Applicable:7%</p>
<p>13. The T.E.A.C.H. Early Childhood® VERMONT program has had a positive impact on my education and career... (check all that apply)</p>	<ul style="list-style-type: none"> • I am able to be a Lead Teacher in my classroom. 49% • I am able to support my program in meeting ACT 166 (Universal Pre-K Partnership) requirements. 29% • I am able to comply with my CDD personnel variance requirements. 22% • I am more confident in my work. 82% • I better understand the needs of young children. 69% • I am better able to manage my classrooms. 67% • I am better able to afford to go to college. 69% • I have improved my communication and collaboration skills. 78% <p>Other Comments:</p> <ul style="list-style-type: none"> • I would not have completed my degree without this program. • I will be able to check off several boxes after I complete my next (and last!) two courses with VT Higher Ed Collaboration. • I am able to continue in the field that I love. • I feel I gained or strengthened many skills during my course work.

	<ul style="list-style-type: none"> • T.E.A.C.H. has enabled me to financially accomplish and further my educational needs.
<p>14. How can your college/educational institution be more helpful to you in the coming year?</p>	<ul style="list-style-type: none"> • I thought it was a great program • I was very happy with it • have more assistance for people online learning • I am satisfied with the options available. • It's been going great, so far I wouldn't change anything • They have been very helpful. • I have had a positive experience all around. • Provide more variety of online early ed classes • I feel my advisor Darcy Oakes from CCV has been very supportive in helping me to make my educational choices. • I am becoming a stronger, smarter teacher. • Providing me with more online classes with flexible class hours. • More support More guidance • I feel as though they are doing all that they can and it has been more than enough. • I don't think any changes need to be made. • My college has been very helpful.
<p>15 How can your T.E.A.C.H. Early Childhood@ VERMONT scholarship counselor be more helpful to you in the coming year?</p>	<ul style="list-style-type: none"> • Everyone has been very helpful • Chani has been EXTREMELY helpful throughout the contract. I have no complaints. • I have completed my requirements so will not be doing another contract with TEACH, I will for sure share this resource with other teachers. • They were great • T.E.A.C.H was great and very helpful • remain/continue understanding of the current state of the world • I have received the best support from everyone at T.E.A.C.H. when needed! • My counselor was very helpful • I have felt supported. • Communicate in a more timely manner • I feel that my T.E.A.C.H. counselor has been very helpful and supportive. I will miss her as she is moving on to a new position. I look forward to working with Chani Krech. Thank you! • My counselor was always very helpful. I have no complaints. • I could use better communication and deadlines. For instance, Typically I can't get to this type of paperwork during the week as I work over 50 hours plus class and training. I need a time period that includes a Saturday to get the paperwork in to TEACH- Brenda has been very understanding and supportive! • Brenda has been wonderful through out the past 2 years, I look forward to continue working with her. • Her emailing has been good. She usually gets back to us quickly. Again, no complaints • Get paperwork out more quickly. • I feel Brenda is doing well and helps whenever a situation arises. Continue to being responsive to emails • I will be attending college to earn a BA this fall, I do not believe TEACH has a program to support this • She's very helpful always provides the information I need • She is great! Always is very helpful and is available when needed.

<p>16 Would you recommend the T.E.A.C.H. Early Childhood® VERMONT scholarship program to other people working in child care?</p>	<ul style="list-style-type: none"> • It opens many doors • I enjoy the program very much. The help with tuition and the time out of work is very helpful for a working mom like myself! • I could not have gotten this coursework done from a financial standpoint without this scholarship. • By gaining knowledge through this program you are improving yourself, the lives of the children in your center/home and having the support of your workplace helps to secure your job. • Amazing program, giving me the opportunity to go to school when I thought I couldn't. • I would recommend this program to anyone in this field because it has been very helpful to me. • It is a great way to get classes completed at a low financial burden. I would not have been able to take 6 courses so fast if I did not have the support of the TEACH Scholarship and I feel extremely lucky for that. • We are all going to need some type of education in the near future. T.E.A.C.H. scholarship program takes the financial burden of collage off your shoulders, making the decision to enter and finish college easier. • It's a great opportunity! It gave me the chance to go back to school and slowly earn my degree without becoming overwhelmed. • It has helped me grow as an educator in a supported and encouraging environment. • If this is a field that you really care about and want to move up in then this is perfect. Most teachers don't have enough resources to finish school or get back into it again. This program is the perfect balance of work and classes to really get ahead. If others are like myself and held off education due to affordability, T.E.A.C.H. is a great program to assist us. • It is an amazing program. Wouldn't be able to get my associate's otherwise. • It's a great program to kickstart a career in Early Childhood Education • Full time work, family, and college classes are difficult to juggle. The incentives certainly help make meeting some of the financial demands easier.
<p>17 How important did you find the following T.E.A.C.H. Early Childhood® VERMONT scholarship components? (Please check to indicate the importance of each component.)</p>	<p>Help paying for tuition: Very Important 98% Somewhat Important 0% Not at all Important 0% Not Applicable 2%</p> <p>Help paying for books Very Important 87% Somewhat Important 11% Not at all Important 0% Not Applicable 2%</p> <p>Help paying for travel Very Important 56% Somewhat Important 29% Not at all Important 4% Not Applicable 11%</p> <p>Receiving paid release time Very Important 84% Somewhat Important 7% Not at all Important 2% Not Applicable 7%</p> <p>Receiving a raise or a bonus Very Important 85% Somewhat Important 4% Not at all Important 2% Not Applicable 9%</p> <p>Availability of a TEACH Early Childhood® counselor Very Important 82% Somewhat Important 16% Not at all Important 0% Not Applicable 2%</p>

18 How has the T.E.A.C.H. Early Childhood® VERMONT scholarship program helped you this past year?

- Enabled me to reach my educational goals
- It has allowed me to continue my education that I otherwise would not have been able to.
- The financial assistance was the biggest help. I also was able to email questions as I needed to.
- Balance work and school
- It has helped make college affordable.
- I was able to take college classes
- Giving me a renewed strength in my job One step closer to my associates degree!
- I could not have paid for these courses out of pocket and need them to keep my current position so TEACH was able to provide me with an opportunity I would not have had.
- It helped me complete the courses needed to be a lead teacher.
- The T.E.A.C.H program has helped me this past year with paying for my classes and transportation. It has also helped me to be able to earn a degree in early childhood.
- I was able to take classes without worrying how I will pay.
- Was able to renew my TEACH scholarship for a second year so that made financing school much easier on my end
- They have helped me by paying for college and textbooks.
- I have taken three courses that have put me closer to getting my associate's degree! To me that is HUGE! because I am strapped for time and money!
- I can not say enough great things about the T.E.A.C.H. program. In the past year they have been the aspirin to my financial headache. They have allowed me to concentrate on my classes, which shows in my grades. Thank you T.E.A.C.H.
- It has made it easier to balance working full time, going to school, and managing my home life.
- It has allowed me the chance to further my education without becoming overwhelming and going into debt in the process.
- I have better communication skills and strategies.
- Made it possible to pay for the peer review process.
- They have paid for my education and I couldn't be more grateful! It has helped me pay for courses and continue my learning with out stressing about money.
- I would not have been able to pursue my licensure without it
- It helped me be more confident in the work I do with financial support.
- It's helped me move closer to becoming a lead teacher, it's paid for my education and I couldn't be more grateful for that.
- It has helped me get on the right track and become a lead teacher. With the classes that I have already taken I can now communicate better and do lesson plans better and have an organized classroom.
- It has given me the opportunity to go to college without worrying about going into debt.
- By allowing me to take the courses directly related to my field I will be able to go for a level 1 to a level 3a on the career ladder from northern lights.
- TEACH helped me afford the necessary books I needed for classes. The other incentives were most helpful when my computer died, I was able to quickly purchase another.
- Helped me get the education I need to become a lead teacher in my classroom

<p>19 How could the T.E.A.C.H. Early Childhood® VERMONT scholarship program be improved?</p>	<ul style="list-style-type: none"> • I think it works well • I think that the program is doing a great job. Keep them fully staffed and funded would be the key for continued success • less paperwork/option to fill out paperwork online • I am satisfied • I don't believe they need to improve in any way • Better organization and communication • I feel that everything the T.E.A.C.H. program is doing is great! • I don't feel any improvements are needed Tell students more about what they help pay for. • I can't think of anything. . • provide more program degrees • I think its great as is. • Better communication. • The paperwork can be a lot, but I understand it is very important and I'm thankful someone is always there to help out. • It's a lot of paperwork, but I know that is important and it's great the teach counselors are always available to help, thank you! • I'm satisfied • I have no improvements. • I think it's really good already. • I do not think the program needs to be improved. • I wish there was an easy way to handle all of the paperwork. • I don't see any improvements needed • Having more staff to be able to be there for support throughout that first year. There is a lot to remember and sometimes forget about it No suggestions at this time • I think they have done a fair job in my case, I have no complaints • I'm not sure • It is a great program...I wish it were available for those moving forward to earn their BA • more reminders on what's due for paperwork
<p>20 How can your sponsoring child care center be more helpful to you in the coming year? (If you are a family provider/owner, please skip this question.)</p>	<ul style="list-style-type: none"> • They are very helpful and supportive • Low staff numbers can sometimes make scheduling the leave time difficult. • They stepped right up • I thought my center did great with the help I needed and gave me plenty of time to get my assignments done on time • they are being very helpful • my center is supportive in helping me further my education. • Continue supporting me through professional development classes • More time off. • They have been very helpful • We can grow into a stronger, better community as a whole. • My center has been great in helping me move forward in my education journey so no improvements needed • Allow for my teach hours to be spread through the week rather than all in one day! • I feel as though things need to be a little more flexible and understanding of the needs of us as both students and workers. • They do a great job supporting me. • By allowing opportunities for me to explore and put into practice some of my new skills, such as mentoring and implementing an orientation plan.

	<ul style="list-style-type: none"> • Be able to use release time when needed. • They have been supportive. • They are already very helpful. • I feel very supported by my center • They do there best to support me and give me release time and help me out. • my sponsoring child care center was very helpful to me this year anything I need they helped and they gave me 3 hours a week out of the class room to do class work each week which was very helpful. • My sponsoring has done everything they can to make sure that I am getting the time off I need as well as being a huge supporter to get my degree • Provide release time weekly like they are supposed to
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Summary of findings for each individual item on the Sponsor Survey

52 surveys were distributed and 30 were collected.

Link to Survey: <https://www.surveymonkey.com/r/QGS96Y9>

1. My T.E.A.C.H. Early Childhood® VERMONT Recipient's Counselor is:	Brenda Schramm: 83% Cynthia Greene: 10% Lisa Kuehn: 7%
2. Please select your program type:	Non-Profit: 57% Profit: 37% Head Start: 6%
3. How many T.E.A.C.H. Early Childhood® VERMONT recipients are you currently supporting?	1: 60% 2: 33% 3: 7%
4. I found the requirement that teachers complete a minimum of 9 credits in one year to be:	Very easy to complete: 30% About right: 60% Somewhat difficult to complete: 10%
5. I found having to give the scholarship recipient paid time off during the week to be:	Easy to do: 33% Somewhat difficult to do: 67% Very difficult to do: 0%
6. I found the center's share of the cost of tuition and/or Peer Review fee to be:	Too little for the center to pay: 3% About right: 97% Too much for the center to pay: 0% Not Applicable due to copay elimination: 0%
7 I found having to award the scholarship recipient a raise or bonus to be:	Easy to do: 60% Somewhat difficult to do: 40%
8. I found the Vermont Association for the Education of Young Children (VTAEYC) to be:	Very supportive: 37% Supportive: 63% Not Supportive: 0%

<p>9. I found the college program and/or services to be:</p>	<p>Very supportive: 33% Supportive:64% Not supportive:3%</p>
<p>10 How important did you find the following scholarship components to be for this scholarship recipient? (Please indicate the importance of each component.)</p>	<p>Help paying for tuition: Very Important: 97% Somewhat Important: 3% Not At All Important:0% Not Applicable: 0%</p> <p>Help paying for books: Very Important: 87% Somewhat Important: 13% Not At All Important: 0% Not Applicable: 0%</p> <p>Help paying for travel: Very Important: 37% Somewhat Important: 33% Not At All Important:13% Not Applicable: 17%</p> <p>Providing paid release time: Very Important: 80% Somewhat Important: 20% Not At All Important:0% Not Applicable: 0%</p> <p>Providing a raise or a bonus: Very Important: 80% Somewhat Important: 20% Not At All Important:0% Not Applicable: 0%</p> <p>Availability of a TEACH Early Childhood® Counselor: Very Important: 73% Somewhat Important: 27% Not At All Important: 0% Not Applicable: 0%</p>
<p>11. How can your T.E.A.C.H. Early Childhood® VERMONT scholarship counselor be more helpful to you and the scholarship recipient in the coming year?</p>	<ul style="list-style-type: none"> • Good communication • Keep doing what you're doing! • No changes needed! • It's great having employees able to utilize TEACH. We have another staff in school however we do not feel like we can figure out release time for 2 employees so for now we can only offer it to one employee at a time which is a bummer for the other employee but a gift to the one who gets it. • More guidance during navigation during pandemic • Continuing to be as supportive as they have been, is paramount. • My counselor has been very supportive. • Seems to be going well • It was sometimes hard for the scholarship recipient to reach her counselor. • Everyone was very supportive during this process. • The coordinator could be more helpful in following through on tasks • Brenda was lovely to work with! Thank you! • more contact with the sponsor and mentor, not just the apprentice. • this candidate has completed--overall my suggestion would be improve program consistency so there is better continuity of advisors and information; target slightly more mentoring support to the program mentor to ensure that the candidate is really receiving what is needed from this person (not just filling out forms)
<p>12 Would you recommend the T.E.A.C.H. Early Childhood® VERMONT scholarship program to other centers?</p>	<p>Yes: 100% No: 0%</p> <p>Why or Why Not?</p> <ul style="list-style-type: none"> • For me it is a no brainer! Teachers get the support they need to continue their education which in turns helps the center to meet regulations.

	<ul style="list-style-type: none"> • Important to the field and the profession as we move toward professionalizing the workforce. • It helps relieve the financial burden of furthering ones career and ultimately benefits the entire early childhood workforce. • I recommend TEACH because it is so helpful having the financial support and release time, that's how I received my teaching license and I am happy to keep passing the opportunity along. • Good incentives for professionals to advance in the profession • TEACH is a wonderful way for working early childhood staff to earn their degree at a pace that works for them and our center. Everyone was very supportive throughout the whole process • I think it's an incredible opportunity to those who want to further their education while working. They are getting real time application of the skills they are learning in school. • funding removes largest barrier; ongoing systematic supports are good structure for success • It is an amazing opportunity for folks to get an education while being in the field. As a TEACH recipient myself, it was one of the best opportunities to advance my career in a non stressful environment.
<p>13 How has the T.E.A.C.H. Early Childhood® VERMONT scholarship program helped the scholarship recipient this past year? What changes have you observed in the scholarship recipient over the past year? (Check all that apply)</p>	<ul style="list-style-type: none"> • The scholarship recipient is able to be a Lead Teacher in the classroom. 47% • The scholarship recipient is able to support my program in meeting ACT 166 (Universal Pre-K Partnership) requirements. 13% • The scholarship recipient is able to comply with their CDD personnel variance requirements. 17% • The scholarship recipient is more confident in their work. 77% • The scholarship recipient better understands the needs of young children. 67% • The scholarship recipient is better able to manage their classroom. 53% • The scholarship recipient is better able to afford to go to college. 90% • The scholarship recipient has improved their communication and collaboration skills. 50%
<p>14. How could the T.E.A.C.H. Early Childhood® VERMONT scholarship program be improved?</p>	<ul style="list-style-type: none"> • Include a scholarship for a B.A. program that leads to licensure. • Training for the mentee before having to start the paperwork. paperwork can be confusing until you get the hang of it I think the most recent trainings have been extremely informative. • Add a Bachelors program • Continue as you are.... Expand to include bachelor's degree (I know the program is already struggling for financial support, but teachers stall after the associates degree). • It is difficult for us to back date raises. I received the letter that she was entitled to a raise on June 15, but the letter was dated May 15, so we have to make up that extra pay for two pay periods in her next paycheck. Please send out letters in

	<p>real time so programs don't have to put forward bigger amounts of money during certain pay periods; it's difficult to budget for this</p> <ul style="list-style-type: none"> • This has been a very smooth program to follow and when there are questions you all are great at getting back to me quickly. I don't see anywhere to improve. • Expand to support Bachelor's Degrees!
15. Names of Sponsoring Program	Names are not included in this report.
16. What model are you supporting for your current T.E.A.C.H. Early Childhood® VERMONT recipient?	<p>Apprenticeship: 9 Associate's Degree Center Staff Teacher Bonus: 7 Associate's Degree Center Staff Teacher Raise: 11 Licensure Peer Review for Center and Preschool Teachers: 2 Licensure Higher Education Collaborative for Center and Preschool Teacher: 1</p>

ANALYSIS OF FINDINGS AND NARRATIVE OF KEY LESSONS LEARNED

An analysis of the findings has revealed that overall, the staff at T.E.A.C.H. Early Childhood® VERMONT are offering very good counseling, support and customer service. The analysis also reveals that we have room for improvement in the area of communication and timeliness in regard to phone and email communication as well as distribution of paperwork and support around offering release time with staffing challenges prior to and during the COVID 19 pandemic.

Every response should be valued and where improvements can be made, it is our responsibility to take action. Some of the key lessons we have learned are that a program runs more efficiently and effectively for all parties involved when the positions required are properly staffed with trained professionals. We have also learned that in spite of the multiple staffing changes, and not having enough staff, we have provided a valuable educational experience for our recipients, sponsors and mentors over the past two years. We have learned that our recipients might not have advanced as far in the field if they didn't have access to T.E.A.C.H. Early Childhood® VERMONT scholarships.

An additional finding was that the recipients completed more surveys than the sponsoring centers, and we can't help but wonder if that could be due to the bonus that is awarded recipients for their completed contracts and submission of end of contract paperwork, including the surveys.

PROPOSED STRATEGIES TO ADDRESS FINDINGS RAISED IN EVALUATION

Strategy One: properly staff the program and fill the role of Administrative Assistant and make sure there is a Counselor and Program Manager in a full time role.

Strategy Two: Provide Staff Orientation, using Redundancy Plan and Staff Orientation Checklist materials available to ensure staff are thoroughly trained in all components of the T.E.A.C.H. Early Childhood® VERMONT program.

Strategy Three: Update the Quality Control Schedule and Paperwork Reminder timeline to properly align with the timing of paperwork needs, so we are continuing to offer helpful reminders and paperwork is being sent out in a timely fashion.

Strategy Four: Offer required orientation and paperwork meetings as soon as possible when an application is received. Offer additional check ins to first year scholarship recipients and sponsors.

PLAN FOR ADDRESSING PROPOSED STRATEGIES

Strategy#	What Needs to Be Done:	Staff Needed to Accomplish This?	What is Needed to Accomplish This?	Timeline:	Date Completed
1	Staff Program – Hire Admin. Assistant for Full Time Position	Executive Director, TEACH Manager	Update Job Description, send out to be shared, interview candidates and choose a candidate for the position	Oct. 2020 – begin process and have person hired by Dec. 15, 2020	Dec. 31, 2020
2	Use Staff Orientation and all pertinent timelines for staff training	TEACH Manager, TEACH Admin. Assistant, TEACH Counselor	Properly orient new positions and review all materials with existing staff	Ongoing as new staff are hired	April 15, 2021 December 17, 2021
3	Update Quality Control Schedule and Paperwork Reminders	TEACH Manager, TEACH Admin. Assistant, TEACH Counselor	Higher Education Academic Calendars and time for staff to meet and coordinate dates	June 2021 September 2021	June 30, 2021 September 10, 2021
4	Offer required orientation and paperwork meetings as soon as possible when an application is received. Offer additional check ins to first year scholarship recipients and sponsors.	TEACH Counselor	Staff time, and knowledge of paperwork	Process is ongoing as we hire new staff, with goal of offering this for all new contract recipients by December 31, 2021	December 20, 2021

HOW EVALUATION RESULTS WERE MADE PUBLIC

The evaluation results are shared on our website, with the TEACH Advisory Committee, the VTAEYC Board of Directors, and our key stakeholders (Vermont Child Development Division, A.D Henderson Foundation, Let's Grow Kids)

In addition, the evaluation findings are available to any additional stakeholders at their request by contacting any VTAEYC Staff Member, or VTAEYC Board of Director Member.