

VOLUME 8 • APRIL 2022



# T.E.A.C.H. TALK

T.E.A.C.H. EARLY CHILDHOOD® NORTH CAROLINA  
QUARTERLY NEWSLETTER



## TAKE A PEEK!

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## A MESSAGE FROM THE T.E.A.C.H. NC TEAM

Spring is in the air. The T.E.A.C.H. Staff wishes you a bright, warm and beautiful spring! First session classes have completed for some, and second session classes are underway. Early Care and Education professionals keep pushing forward with their educational goals and teaching young minds despite the hard road and obstacles. The beauty of your life's work is seen and appreciated.

*"We delight in the beauty of the butterfly,  
but rarely admit the changes it has gone  
through to achieve that beauty."*

— Maya Angelou



## THE T.E.A.C.H. EARLY CHILDHOOD® SCHOLARSHIP PROGRAM: MOVING THE NEEDLE ON STUDENT SUCCESS FOR THE PAST 30+ YEARS

Earning a college degree is promised to be the ticket to professional and economic advancement. However, the journey toward educational opportunities often involves obstacles. While traditional approaches focused on financial support have increased access to college, they have not necessarily addressed all the challenges students face to complete educational goals.

Recently, MDRC published [How Congress Can Move the Needle on College Completion](#), a commentary advocating for evidence-based student success initiatives to broaden support. Although the federal government's interest in implementing a multifaceted approach to student success may be new, the [T.E.A.C.H. Early Childhood® Scholarship Program](#) (T.E.A.C.H.), an early care and education workforce initiative, has used many of these student success strategies over the past 30+ years to help the workforce complete formal education and college degrees.

Paying for college remains a primary challenge for students, and it is even more difficult for the early care and education workforce who are already undercompensated. T.E.A.C.H. alleviates that by offering both comprehensive and capped scholarships. Federal financial aid alone does not always fully cover the rising cost of college. Also, some students take student loans because they do not qualify for grants.

T.E.A.C.H. covers a large percentage of tuition, books and course access or pays a capped amount that is adequate to cover tuition and books. Scholarship recipients also earn raises or bonuses after completing a set number of credits each year. Thus, T.E.A.C.H. scholarship recipients can essentially earn a debt-free education through all the supports provided. Scholarship recipients are also encouraged to seek other sources of financial aid to wrap around the scholarship support they receive.

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Even when the financial worry of paying for college is removed, time and motivation are other challenges, especially for those already in the workforce. From its inception, T.E.A.C.H. has recognized this barrier and designed scholarships to provide teachers with paid release time to balance work and school. Other program incentives, such as awarding bonuses to those who progress toward a degree and a more substantial bonus upon degree attainment, help stimulate motivation.

Scholarship recipients can enroll in a variety of course formats at participating colleges, including online coursework and accelerated programs. T.E.A.C.H.'s survey research also has been instrumental in helping higher education systems better respond to students' needs. Since scholarships are aligned with existing pathways toward formal education, students can build on their education and reach milestones on their educational journeys.

Finally, another significant difficulty some college students face is navigating the higher education system, especially first-generation students who may have little to no experience with college. College advisors often carry large caseloads and cannot always provide hands-on support to all students or fully understand the needs of working students. The entire process from application to graduation and everything in between can be overwhelming and confusing and may deter some students from continuing.

T.E.A.C.H. understands the need for one-on-one support. Therefore, scholarship recipients are assigned a scholarship counselor who is there to guide them through the scholarship process, encourage them, cheer their successes, listen to any challenges and provide information and other resources as needed. Scholarship counselors also have relationships with the early childhood departments at participating colleges and work collaboratively with them to help students succeed.

As the focus shifts to more comprehensive student support to ensure success, T.E.A.C.H. will remain a vanguard for the early care and education workforce seeking to advance their education. Through its scholarship principles and design, T.E.A.C.H. is already actively tackling the many challenges that students face as identified by The College Completion Fund.

The early care and education workforce is already very vulnerable, and advanced education is crucial to the field. In order to ensure prosperity and equity for all individuals, it is paramount that multifaceted strategies aimed at ensuring college completion remain the focus and are adequately funded.



## ANNOUNCEMENTS

### CCSA WILL BE ISSUING ELECTRONIC PAYMENTS

CCSA is transitioning to Automatic Clearing House (ACH) for issuing direct electronic payments to scholarship recipients and sponsoring employers who participate with the T.E.A.C.H. Early Childhood® NC Scholarship Program. This transition is currently underway, and we hope to have it fully implemented before the start of the Fall 2022 semester.

If you are a scholarship recipient or sponsoring employer and have not submitted a completed ACH Form with a voided check or bank letter verifying the account numbers, please do so at this time. The ACH Form is only to deposit money into the account. If you need an ACH Form, please contact the office at 919-967-3272 and ask to speak to a T.E.A.C.H. Early Childhood® NC staff member to request one or send an email to [teachnc@childcareservices.org](mailto:teachnc@childcareservices.org) requesting the ACH Form.

## CENTER SPOTLIGHT

"Kids Corner is a 5-Star center in Murphy, N.C. The center was opened in September 2004 by owner/operator Debbie Ledford. Kids Corner is licensed for 70 children ages birth to 12 years old. Before-school, after-school and summer programs are available for school-age children. Kids Corner employs 14 staff members, each of whom have depended on T.E.A.C.H. to help pay for their classes. T.E.A.C.H. has provided the staff at Kids Corner with the opportunity to obtain the education necessary to remain a 5-Star center. The educational opportunities provided by the T.E.A.C.H. program also give our staff a feeling of pride and accomplishment in their chosen profession as well as the confidence in their ability to provide a quality education the children."





## BUSTING THE MYTHS

**Myth: Sponsoring child care facilities have to support T.E.A.C.H. Early Childhood® NC Scholarship recipients until they complete a degree.**

**FACT:** Sponsoring child care facilities and individual scholarship recipients sign contracts specifying a certain amount of education to be completed during a contract period. Often the contract period covers a year. When the contract is complete (the specified credit hours have to be attained), then the individual and the sponsoring child care facility can decide if they want to enter into another contract. It may take four or more contracts for an individual to earn an associate degree.

**Myth: Information about T.E.A.C.H. Early Childhood® NC Scholarship Program recipients is available to anyone who wants it.**

**FACT:** The T.E.A.C.H. Early Childhood® NC Scholarship Program maintains a great deal of data collected about recipients on the program. This data provides substantial summary information about the demographic characteristics of recipients, as well as data about credit hours achieved, compensation earned, and commitments maintained. However, data about the individual recipients is treated as confidential and not released without the permission of the individual recipient.

**Myth: Participation in the T.E.A.C.H. Early Childhood® NC Scholarship Program will increase parent fees.**

**FACT:** There is no evidence that participation in the T.E.A.C.H. Early Childhood® NC Scholarship Program increases parent fees. In fact, most child care directors report that it has no effect on parent fees and that the savings gained over lower turnover more than covers the cost of participation.



## SEMESTER REMINDERS

T.E.A.C.H. NC wants to help ensure your academic success by including an abbreviated recipient checklist in this section of semester reminders. “Semester reminders” are our way of calling your attention to some of the more important aspects of the scholarship process. These checklist items, if ignored, can pause, or delay your scholarship process. If you need further explanation about any of these items, please feel free to contact your scholarship counselor.

### RECIPIENT CHECKLIST

- Send in your signed contract to activate your scholarship. This document **MUST** be received before any scholarship activity can occur.
- Send your Request for Permission to Release Information. You must check one of the boxes, granting or denying us permission to release personal information. Remember to sign and date this document.
- You **MUST** send your Form B with itemized receipts for tuition and book if applicable every semester. You should be able to access itemized tuition statements from Self Service, Web-Advisor or University portals. Itemized book receipts should be obtained from the bookstore or your online purchaser.
- If you receive an invoice, please make sure it is paid on or before the due date. If not, this may “pause” your scholarship. If you are not able to pay the invoice in full, please call our office to discuss payment options.
- Send your unofficial transcript at the end of each semester. Please make sure your identifying information and the school’s identifying information are on the document. Please **DO NOT** write or highlight on the document itself.
- When submitting an ACH Form for direct deposit payments please complete the ACH Form fully and submit it with a voided check or bank letter/form verifying the accounts numbers.

Remember to use the [teachnc@childcareservices.org](mailto:teachnc@childcareservices.org) email address when emailing documents so that our T.E.A.C.H. Admin team can log the documents received and forward them to the primary scholarship counselor for review. Any questions or concerns can be emailed to your primary scholarship counselor.



## KUDOS AND ACKNOWLEDGMENTS

This section is dedicated to the additional Summer 2021 graduates and Fall 2021 graduates. We are so proud of you!

### ASSOCIATE'S DEGREE

- Alison Alexander
- Mary Bass
- Brittany Brewer
- Mayree Broadie
- Chanel Evans
- Janai Glover
- Erica Idlett
- Sharita Lawrence-Holliday
- Shaheerah Moore
- Patricia Speight
- Percylla Swift

### BACHELOR'S DEGREE

- Dana Birdsong
- Dionne Buford
- Carla Faulk
- Lashai Lightbourne
- Natalie Powers
- Chiquinta Upchurch
- Mary VunCannon
- Janae Walker
- Vannessa Williams

### MASTER'S DEGREE

- LaTida Adams
- Sherry Broadnax
- Patina Douglas
- Ellen Kinzie
- Mia Newton

### BIRTH-KINDERGARTEN LICENSURE

- Maria Arciles
- Jasmine Bryson
- Amanda Efird
- Danielle McRae
- Anna Peterson
- Charmaine Winston

*Please Note: This list includes those recipients that have sent in documentation of their degree/licensure completion prior to the release of this newsletter and captures those not previously recognized.*



## T.E.A.C.H. NC STAFF MEMBER SPOTLIGHT

**Name:** Nancy Munguia

**Position:** Counseling Associate III

**Education:** B.A. in Public Policy from the University of North Carolina at Chapel Hill

**Experience:** I worked in child care for three years as an assistant and lead teacher.

**Time with T.E.A.C.H.:** Six months

**Fun Fact:** I love to play the violin and crochet! My favorite kind of gifts to give are handmade stuffed animals!





## MEET YOUR T.E.A.C.H. NC TEAM

**Edith Locke**, Division Vice President

**Amy Duffy**, Program Manager

**Kimberly Bynum**, Scholarship Manager and Primary Counselor for recipients on our Master's Degree, LITL, and Preschool Add-On Scholarships and for recipients attending UNC Wilmington

**Schquita Battle**, Administrative Department Manager

**Kathy Thornton**, Quality Control Systems Coordinator and Primary Counselor for recipients attending Appalachian State University, Barton Community College, Brevard Community College, Elizabeth City State University, Fayetteville Technical Community College, Fayetteville State University, Gardner Webb University, Haywood Community College, North Carolina Central University, Shaw University and Winston-Salem State University

**Pam McGowan**, Scholarship Counselor III and Primary Counselor for recipients attending Catawba College, East Carolina University, Greensboro College, NC A&T State University, UNC-Chapel Hill, UNC-Charlotte, UNC-Greensboro, University of Mount Olive, UNC-Pembroke and Western Carolina University

**Felica Olds**, Scholarship Counselor II and Primary Counselor for recipients attending A-B Technical Community College, Blue Ridge Community College, Caldwell Technical Community College, Catawba Valley Community College, Cleveland Community College, College of the Albemarle, Craven Community College, Davidson County Community College, Edgecombe Community College, Gaston Community College, Isothermal Community College, McDowell Technical Community College, Mitchell Community College, Montgomery Community College,

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**Felica Olds (cont'd)**, Nash Community College, Randolph Community College, Richmond Community College, Rowan-Cabarrus Community College, Sampson Community College, South Piedmont Community College, Southwestern Community College, Surry Community College, Tri-County Community College, Western Piedmont Community College and Wilkes Community College

**Tiawanna Thorpe**, Scholarship Counselor II and Primary Counselor for recipients attending Beaufort County Community College, Bladen Community College, Brunswick Community College, Cape Fear Community College, Carteret Community College, Central Carolina Community College, Coastal Carolina Community College, Forsyth Technical Community College, Guilford Technical Community College, Halifax Community College, James Sprunt Community College, Johnston Community College, Sandhills Community College, Stanly Community College, Wayne Community College, Wilson Technical Community College and those on our Child Development Associate (CDA) scholarship models

**Nancy Mungula**, Scholarship Counselor III for Alamance Community College, Central Piedmont Community College, Durham Technical Community College, Lenoir Community College, Martin Community College, Pamlico Community College, Piedmont Community College, Pitt Community College, Robeson Community College, Rockingham Community College, Southeastern Community College, Vance-Granville Community College and Wake Technical Community College

**Christie Warren**, Administrative Assistant II

**Shakeerah Mills**, Administrative Assistant II



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