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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

Remember that your success is determined by your effort and dedication. Believe in yourself and keep moving forward. T.E.A.C.H. hopes that your summer is filled with happiness, plenty of sun and more opportunities for learning.

Be sure to follow us on Social Media





The NC Institute for Child Development Professionals (the Institute) was established in 1993 by a group of dedicated volunteers as a result of a national effort to address the need for state-level early childhood professional development systems. Today, thirty one years later, we are still a collection of diverse, passionate volunteers from all across the state working in a variety of roles in the Early Childhood Education profession. Our vision is that all Early Childhood Educators are valued and fairly compensated for the importance of their work! Our work centers on ensuring Early Educators have equitable access to an affordable, effective and high-quality professional development system that recognizes higher education, and an array of ongoing training, technical assistance, coaching and mentoring. We strive for the goal that all young children have access to high quality early care and education. If you are passionate about your work in Early Childhood and would like to contribute to the field in a new way, [please learn more about our work](#) and feel free to reach out! In the meantime, we are so excited to be able to share information regarding some of our work with all of you via this newsletter.

The Value of the Early Educator Certification! Do You Have It?

The Early Educator Certification (EEC) represents the path to professional certification developed for and by early educators. The Institute prioritizes the professional development of the workforce at the top of its goals to ensure that early educators are treated with respect and thought of as professionals in the field of early care and education. The Early Educator Certification is a voluntary system that honors individual education and recognizes early educators like other professionals. As it demonstrates the certification level, it further serves as: 1) a point of hire documentation reducing the cost and increasing time spent operating a business and working with families and students; 2) shareable document with families about the education of who is working with their child; 3) a marketing strategy for advertising; 4) teacher education equivalency in the NC Division of Child Development and Early Education rules; and 4) provides access to discounts on goods and services. Initial certification is \$50 for Early Education and \$60 for both Early Education and School-age care. [Learn more about Early Educator certification here.](#)

The NC Salary Scale Toolkit: An Update

In 2023, the Institute administered the Salary Scale Toolkit project in an effort to support NC's child care administrators and family child care home providers to review and analyze their budgets and hiring practices to ensure a consistent and fair approach to ECE workforce compensation. An online toolkit with information on NC's salary scale along with business resources for child care centers and family child care homes was released as part of this effort. In addition, two levels of professional development training were also available. In addition to early childhood educators, program administrators and owners, the Salary Scale Toolkit and training modules were also designed to support NC's ECE technical assistance providers and NC's ECE higher education faculty, both of whom work directly with ECE providers in child care facilities.

Long term goals and outcomes of the project are to help programs sustain compensation gains made from receiving NC stabilization grants, and to help shift the culture of compensation and provide quality resources to support strong business practices in ECE programs. This work also aligns with the goals of state compensation workgroups and committees and national movements to improve ECE workforce compensation. Stay tuned for updates on next steps with this work in 2024 and explore our amazing Salary Scale Toolkit and the Level 1 Training (on-demand!) by [accessing more information here!](#)

ANNOUNCEMENTS

Get the answers to all of your questions about scholarship participation. First time scholarship recipients, early educators interested in applying for scholarship and sponsors are strongly encouraged to attend. Each session will run for one hour with time allotted to address your questions.

Additional TEACH TALK LIVE DATES:

- May 14, 2024 @ 11:30 am - 12:30 pm
- May 15, 2024 @ 12:30 pm - 1:30 pm
- May 28, 2024 @ 11:30 am - 12:30 pm
- May 29, 2024 @ 12:30 pm - 1:30 pm
- June 12, 2024 @ 12:30 pm - 1:30 pm
- June 25, 2024 @ 11:30 am - 12:30 pm
- June 26, 2024 @ 12:30 pm - 1:30 pm



May 1, 2024 | 12:30 p.m. - 1:30 p.m.

Get the answers to all of your questions about scholarship participation. First time scholarship recipients, early educators interested in applying for scholarship and sponsors are strongly encouraged to attend. Each session will run for one hour with time allotted to address your questions.



Register at <https://bit.ly/3VtaOu1>



CCSA is celebrating 50 Years!

Click on the link below for CCSA's historical timeline and ticket information for our 50th Anniversary Celebration on Saturday, May 18, 2024 at The Cloth at Eno River.

[CCSA Celebrating 50 Years!](#)



WORKING SCHOLARS ANNOUNCEMENT

Exciting news! The T.E.A.C.H. Early Childhood® North Carolina Scholarship Program is pleased to announce that the **Working Scholars Associate, Bachelor's and BA Plus** scholarship programs have been expanded to cover more semesters! Previously, the Working Scholars scholarship was capped at 5 semesters or 30 credit hours. This meant that once recipients had reached their scholarship maximum, they were left with little to no support to finish their goal of earning a higher education degree.

Effective Spring 2024, the Working Scholars scholarship program has eliminated the 5-semester cap. If recipients maintain employment and scholarship eligibility, the Working Scholars model will now support additional semesters- **all the way until graduation!**

If you have any questions about your Working Scholars scholarship, please contact a scholarship specialist at (919)967-3272 or by email.

More information about the Working Scholars program:

The **T.E.A.C.H. Early Childhood® Working Scholars** scholarship program provides eligible early care and education professionals with a capped scholarship for enrollment in up to 6 credits a semester as they work towards early childhood associate degrees, bachelor's degree in child development or Birth-Kindergarten (BK) Education, or early childhood focused post-baccalaureate licenses, certificates or graduate degrees.

The scholarship program also awards recipients with a \$350 bonus for every 12 credit hours completed. Scholarship recipients agree to work in the early care and education field for at least 6 months for every semester of participation in exchange for the scholarship support. Recipients who participate on the Working Scholars scholarship for 3 or more semesters and graduate with an associate or bachelor's degree or earn a BK license may also be eligible for a Degree Attainment Recognition Bonus between \$1,200-\$2,000 as an added incentive.

Although the Working Scholars scholarship does not provide comprehensive benefits like access stipends and release time, there are some reasons individuals might be interested in this scholarship. The Working Scholars scholarship program does not require the employer to sponsor the recipient like comprehensive T.E.A.C.H. scholarships. Thus, it may be of interest for those working in programs who do not have the ability to support traditional T.E.A.C.H. scholarships. Also, because the commitment is to the field and not the employer, recipients who are reluctant to commit to their current employer may be interested in this scholarship program. Employers benefit at no cost by having an employee who is increasing their education while employed at their program.

For more information about the Working Scholars scholarship program, please click here for the [FAQ](#) and [scholarship application](#).

REFRESH MY MEMORY

This section will highlight certain scholarship program processes and/or scholarship forms to provide a refresher to our scholarship recipients and sponsoring facilities.

Scholarship Commitment

By signing the T.E.A.C.H. Early Childhood® contract, recipients commit to remaining employed with their current child care program or the early childhood field during the contract period for the specified commitment period once compensation is paid. Each scholarship program has a defined commitment period that determines the length and type of commitment. The following are the commitment periods for some of our most popular scholarship models:

- Associate Degree Comprehensive Scholarship requires a commitment year to the sponsoring center after each compensated scholarship contract year.
- Bachelor Degree Comprehensive Scholarship requires a commitment year to the sponsoring center and an additional year in the early childhood field or at the sponsoring center after each compensated scholarship contract year.
- Bachelor's Plus Comprehensive Scholarship requires a commitment year with six months of that commitment to the sponsoring center and six months in the early childhood field or the sponsoring center.
- Working Scholars Scholarship requires a commitment of six months to the early childhood field for every capped scholarship accepted.

The T.E.A.C.H. Early Childhood® contract is a commitment that should not be entered into without thoughtful consideration. Recipients should review and understand the commitment period of their scholarship model before signing the contract. Scholarship recipients who are considering quitting their current employer, must discuss this with a scholarship specialist before giving notice to the employer so the consequences will be fully understood.



RECIPIENT SPOTLIGHT: **KATRINA WHITFIELD**

Katrina Whitfield grew up in Durham, North Carolina and attended North Carolina Central University as well as Durham Technical Community College. Currently she works with one year old children at New Life Child Development Center in Durham and is participating in the Associate Degree Scholarship for Early Childhood Apprentices. Registered early childhood apprenticeship programs are a strategy to help strengthen the pipeline into the early care and education workforce. The Associate Degree Scholarship for Early Childhood Apprentices is specifically designed for early childhood apprentices working in licensed programs enrolled in a registered apprenticeship program in North Carolina.

At the age of 13, Katrina's interest in working with young children started with babysitting and tutoring younger cousins in her family. As she became older, she always volunteered to watch her friends' children. Prior to professionally working in early child care, she worked in the restaurant and catering field. She started a spiritual journey in 2020 and from that moment on, working in the food industry no longer satisfied her. In 2023, she permanently left the food industry and took a temporary job working as a substitute preschool teacher. Through working at multiple child care programs, she fell in love with her current class of one-year olds and found permanent employment.

Katrina first heard about the T.E.A.C.H. scholarship from a co-worker a day before the deadline. Luckily, with the flexibility of T.E.A.C.H, she was able to apply and become a T.E.A.C.H scholarship recipient and enroll in classes. Her biggest challenge going back to college has been balancing her school schedule with full-time employment. She has found that maintaining a set weekly schedule and adding her syllabus to her calendar to be the most helpful. The support of her family has also helped. Katrina's family has always been fully supportive of her educational journey. Her father was especially ecstatic to hear the news of her going back to school. Katrina believes that this support has helped make the process of continuing her education a lot easier.

By continuing her education, Katrina believes it has allowed her to provide more adequate and intimate care to the children in her classroom. The knowledge she has gained has allowed her to feel more confident as a teacher. Her long-term goal is to guide children while also mentoring and supporting their families. She believes nurturing a child also includes watering their environment and families. Katrina plans to combine traditional teachings with holistic approaches to guide the mental, physical, emotional, and spiritual development of the child. Through partnering with the family, she believes she can identify ways not only the child can grow, but the family can grow individually and together to promote generational healing.

When asked what piece of advice she would give to those wanting to follow their passion she stated "The piece of advice I wish someone had given me was to build my own intimate, personal relationship with God; outside of the church, outside of religion, outside of anyone else's beliefs about Him. Through learning, experiencing, and surrendering to God's unconditional love, I've learned how to love myself and live a life full of the fruits of the spirit."



KATRINA WHITFIELD

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

Welcome Back Nancy Munguia!

Name: Nancy Munguia

Position: T.E.A.C.H. Specialist III

Education: B.A. in Public Policy from UNC Chapel Hill.

Experience: I worked in the classroom for four years as well as assisted with managerial tasks. Before returning to the T.E.A.C.H. program, I worked overseas as an au pair!

Time with T.E.A.C.H.: 10 months

Fun Fact: I love to crochet and play violin. I've sold my crocheted items at craft fairs in the area!



NANCY MUNGUIA
T.E.A.C.H. SPECIALIST III





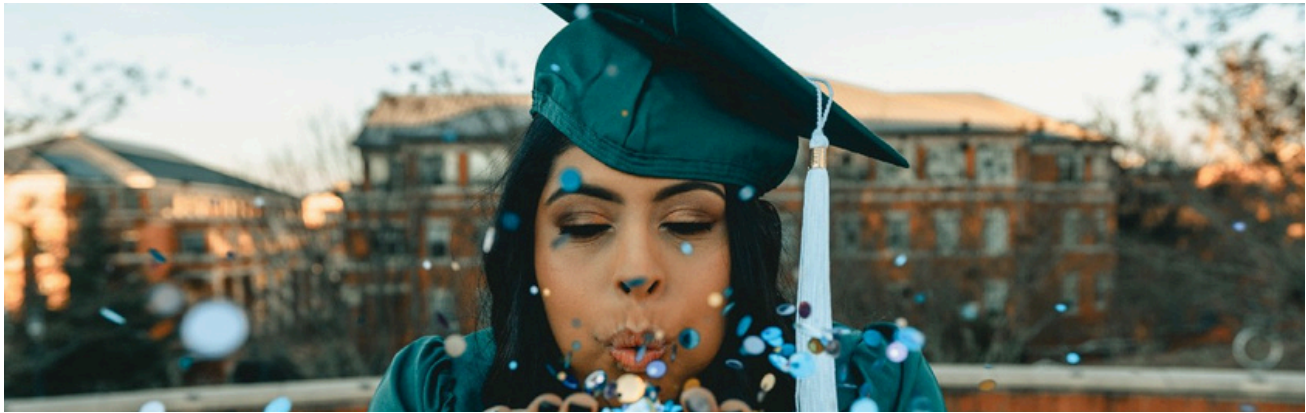
SEMESTER REMINDERS

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 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.



RECORDATORIOS SEMESTRALES

T.E.A.C.H. NC quiere ayudarte a garantizar tu éxito académico incluyendo una lista de comprobación abreviada para los beneficiarios en esta sección de recordatorios semestrales. Los "recordatorios semestrales" son nuestra forma de llamar su atención sobre algunos de los aspectos más importantes del proceso de obtención de la beca. Estos puntos de la lista de comprobación, si se ignoran, pueden interrumpir o retrasar el proceso de obtención de la beca. Si necesita más explicaciones sobre alguno de estos puntos, no dude en ponerse en contacto con su consejero de becas.

LISTA DE CONTROL PARA LOS BENEFICIARIOS:

- Envíe su contrato firmado para activar su beca. Este documento DEBE recibirse antes de que pueda tener lugar cualquier actividad relacionada con la beca.
- Envíe su "Request for Permission to Release Information". Debe marcar una de las casillas, concediéndonos o denegándonos permiso para divulgar información personal. Recuerde firmar y fechar este documento.
- DEBES enviar tu formulario B con los recibos desglosados de la matrícula y los libros, si procede, cada semestre. Debería poder acceder a los extractos de matrícula desglosados desde Self Service, Web-Advisor o los portales de la Universidad. Los recibos detallados de los libros deben obtenerse de la librería o de su comprador en línea.
- Si recibe una factura, asegúrese de pagarla en la fecha de vencimiento o antes. De lo contrario, su beca podría quedar "en pausa". Si no puede pagar la factura en su totalidad, llame a nuestra oficina para discutir las opciones de pago.
- Envía tu expediente académico no oficial al final de cada semestre. Asegúrate de que tus datos de identificación y los de la escuela aparecen en el documento. Por favor, NO escriba ni resalte en el propio documento.
- Cuando envíe un formulario ACH para pagos de depósito directo, rellénelo por completo y envíelo con un cheque anulado o una carta/formulario del banco que verifique los números de las cuentas.

Recuerde utilizar la dirección de correo electrónico teachnc@childcareservices.org cuando envíe documentos por correo electrónico para que nuestro equipo administrativo de T.E.A.C.H. pueda registrar los documentos recibidos y reenviarlos al consejero principal de becas para su revisión. Cualquier pregunta o duda puede ser enviada por correo electrónico a su consejero de becas principal.



KUDOS AND ACKNOWLEDGMENTS

This section is dedicated to our initial Fall 2023 graduates and additional Summer 2023 graduates. We are so proud of you!

ASSOCIATE DEGREE

- Rodajha Holland
- Melissa Kucin
- Angela Mills

BACHELOR'S DEGREE

- Tawn Bubacz
- Marvette Chambers
- Tammy Geter
- Kasheiva Jackson
- La'Shaun Moore
- Marcey Pressley
- Angela Turner

MASTER'S DEGREE

- Tammy Penner
- Amanda Petrillo
- Tammy Sneed

BIRTH-KINDERGARTEN LICENSURE

- Taylor Bailey
- Gemma Brodney
- Areisha Carlton
- Raquel Carney
- Nashiera Chapman
- Megan Lavin
- Shamara Morrison
- Linda Wingate

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.

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

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

Edith Locke, Senior Vice President

Amy Duffy, Senior Program Manager

Kimberly Bynum, Scholarship Manager and Primary T.E.A.C.H. Specialist for the Master's Degree and LITL scholarship models.

Schquita Battle, Administrative Department Manager

Dr. Sharon Little, Higher Education Liaison Manager II

Dr. Kathy Thornton, Quality Control Systems Coordinator and T.E.A.C.H. Specialist III

Pam McGowan, T.E.A.C.H. Specialist III

Tawana Thorpe, T.E.A.C.H. Specialist II

Shanta Hicks, Field Based Outreach Coordinator and T.E.A.C.H. Specialist III

Jessica Pridgen, T.E.A.C.H. Specialist II

Nancy Munguia, T.E.A.C.H. Specialist III

Christie Warren, Administrative Assistant II



Child Care Services Association
T.E.A.C.H. Early Childhood® North Carolina Scholarship Program
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