

# Washington Scholarships For Child Care Professionals



*“Our progress as a nation can be no swifter than our progress in education. The human mind is our fundamental resource.” - John F. Kennedy*

## Annual Report June 2008-July 2009

## Letter from the Executive Director

Dear Friends,



As we end the ninth year of operating the Washington Scholarships for Child Care Professionals program, we remain steadfast about our program's commitment to support, educate and stabilize the early learning and afterschool workforce. We continue to leverage new partnerships and see modest program growth. Our focus in the coming year will be to seek sustainable funding and partnerships to maintain and expand our program.

Despite the challenging economic times, we have seen an increased level of commitment to early childhood education at the federal and state levels. New federal funding, in combination with ongoing state funds, helped to retain the Career and Wage Ladder program. This complements our efforts to increase compensation for the workforce. Currently, we have scholars at **28 of the 61** Wage Ladder sites.

In addition, federal funding has helped to continue the pilot Quality Rating and Improvement System, *Seeds to Success*. This dovetails with our ongoing program efforts to enhance the quality and education levels of the workforce.

With the State Legislature's passage of HB1943, new efforts are on the way to establish a seamless professional development pathway for the workforce that will align Washington Scholarships with the broader statewide goals. A special thanks to current and former scholars **Susan Ball, Erica Watson and Roberta Wright** who testified in support of the bill.

While the future brings program uncertainties, we continue to see a level of dedication from our scholars, participating programs, partner organizations and funders that renews our enthusiasm for expanding educational scholarship opportunities for more professionals.

Thank you again to our participants and partners for the many accomplishments highlighted in this year's report.

Sincerely,

*Elizabeth B. Thompson*  
Executive Director

## Program Overview

Established by state statute in 1986, the Washington State Child Care Resource & Referral Network (CCR&R Network) provides key infrastructure for Washington State's child care system. The Washington Scholarships for Child Care Professionals Program (Washington Scholarships) is a program of the CCR&R Network and is a public/private partnership that offers comprehensive scholarships to teachers and family child care providers working full time in licensed programs across the state.

This 2008-2009 annual report highlights the goals and impacts of the program that enhance the quality of care and the achievements of our **852** scholarship recipients. We also highlight two efforts that demonstrate the wide range of needs to meet the demands of the field: supports for English Language Learners (ELL) who are seeking opportunities to gain access to higher education and supports for those seeking bachelor's degrees in Early Childhood Education and related fields.



*Melissa Spencer, Kids N Us, Marysville, WA,  
Everett Community College Graduate*

## Demographics of Scholars

Washington Scholarships maintains a strong commitment to preserving the diversity of the workforce while increasing the education levels of our participating scholars. Our scholars have the following characteristics:

- **93% are women**
- **64% work in licensed centers**
- **36% represent family child care businesses**
- **A majority of scholars (57%) are persons of color**

## A Public/Private Funding Partnership

In 2008-2009, Washington Scholarships received **\$883,025** in program revenue and had program expenses of **\$788,545**, for a net increase in assets of **\$94,480**. These net assets will be used in the 2009-2010 program year.

This year, our scholars were supported by seven different funders. Four funders (45% of total funding) target specific geographic areas with the greatest concentration of funds serving scholars in the City of Seattle. Of the funding, **\$123,300** was direct tuition pass-through dollars for scholars in Seattle. The average cost to support a comprehensive scholarship is **\$2,200** per student.

Statement of Program Activities	
Year Ending June 30, 2009 (unaudited)	
Program Revenue	Totals
Statewide Public Funds	\$350,000
Statewide Private Funds	\$132,060
Geographically Restricted Public/Private Funds	\$400,965
<b>Total Revenue</b>	<b>\$883,025</b>
Program Expenses	Totals
Personnel	\$151,475
Program Services	\$75,620
Direct Scholarship Supports	\$495,305
Management and General	\$65,845
<b>Total Expenses</b>	<b>\$788,545</b>
<b>Net Increase in Assets</b>	<b>\$94,480</b>

## Goal #1: Investing in the Child Care Workforce

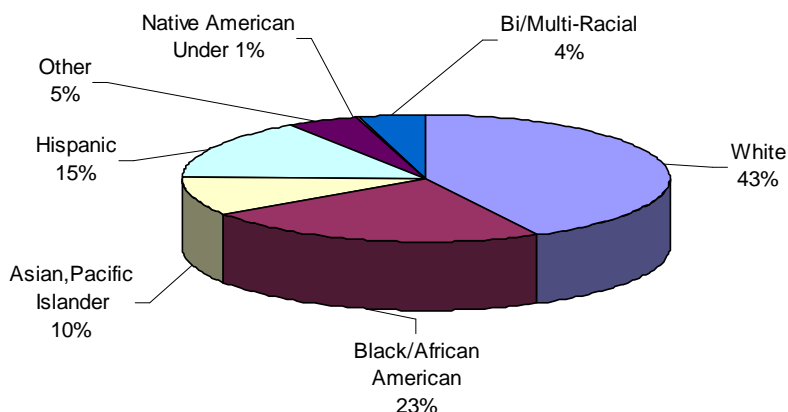
Research documents that two of the strongest predictors of high-quality early learning programs are preparation and compensation of teachers and their responsiveness and sensitivity to the children in their care. Washington Scholarships reduces two major barriers for the workforce to enhance their preparation: 1) lack of financial resources and 2) limited time. We accomplish this by offering paid release time, a travel stipend, and by covering the majority of the costs for tuition, fees and books.

### Program Impacts

**75** scholars received a degree or credential

- 1 Bachelor's degree
- 16 Associate degrees
- 1 Early Childhood Education Certificate
- 57 Child Development Associate (CDA) Credentials

## Race & Ethnicity of Washington Scholars 2008-2009



*Toddlers at Tender Heart Learning Center, Tacoma, WA*

## Goal #2

### Investing in Our Children

Children in high quality child care environments with highly trained and educated teachers are more likely to be prepared for school. Having consistent caregivers is particularly important to the social and emotional well-being of children, which is a key foundation for learning.



*Counselor, Isabelle Beberman with Scholar, Alma Llarenas and Director, Jenny Mischock, Easter Seals, Seattle, WA*

We enhance compensation for the workforce by encouraging sponsoring programs to offer raises for increased education levels and by offering bonuses to scholars for meeting their educational goals. This is critically important since research has found that compensation is directly associated with teacher retention. Our program addresses the chronic problem of high staff turnover rates caused by depressed wages for the workforce by offering a modest bonus upon completion of each annual contract and by encouraging sponsoring programs to offer increased compensation for pursuing higher education.

#### Program Impacts

Washington Scholars have:

- Provided care for **7,296** children;
- Worked in **326** child care facilities across the state;
- Remained with their programs and family child care businesses at a rate of **94%** compared to only 69% nationally;
- Increased their average wage by **14%**; and
- Earned **\$47,850** in bonuses.

## Goal #3

### Investing in Higher Education

In these challenging economic times, our program serves as a critical resource to help continue to build the capacity of early childhood programs at higher education institutions. Washington Scholars attended **30** community and technical colleges offering early childhood education programs and **6** four-year colleges and universities.

A majority (**63%**) of our scholars pursued Associate degrees. Another **36%** sought early childhood education certificates and Child Development Associate (CDA) credentials, and **2%** pursued four-year degrees.



*Roberta Wright, Family Child Care Provider, Pierce College Graduate*

#### Program Impacts

Washington Scholarships has:

- Invested a total of **\$312,472** in direct tuition and fees at two and four-year higher education institutions;
- Assisted **852** scholars to earn **5,426** credits toward their educational goals; and
- Supported scholars who have maintained a **3.53** grade point average

## Support for English Language Learners

Washington has three promising models that support the English Language Learning (ELL) population: Integrated Basic Education Skills and Training (I-BEST), dual language and monolingual courses. While WA Scholarships has supported scholars pursuing all three models. In this report, we highlight one of our current partnerships with **Seattle Central Community College** (SCCC) that focuses on monolingual classes.

SCCC has been offering credit-bearing coursework in Chinese. These courses are designed to help the students pursue a Child Development Associate (CDA) credential. This past year, we have fully supported **six** Chinese scholars and assisted **three** others to obtain their CDA credentials.



**Chinese Scholars at Harmony Early Learning Center, Renton, WA (from left to right): Xing Yun He, Xing Me He, Hua Ai Wu, Cheng Liu, Lily Kuo (director) and Minyi Johnson**

Cam Do Wong, the instructor, is familiar with the barriers her students face, having been in a scholar's position herself as an immigrant to the United States and navigating her way through the college system. She works tirelessly to increase access to early childhood content for the Chinese and Vietnamese community.

With the changing demographics of the State, WA Scholarships wants to ensure that our scholars reflect the diversity of our children. While ELL models are not available at every community college, these efforts help maintain and increase the diversity in the workforce and provide additional cultural and language resources for children.

## Support for Professionals Seeking a Bachelor's Degree



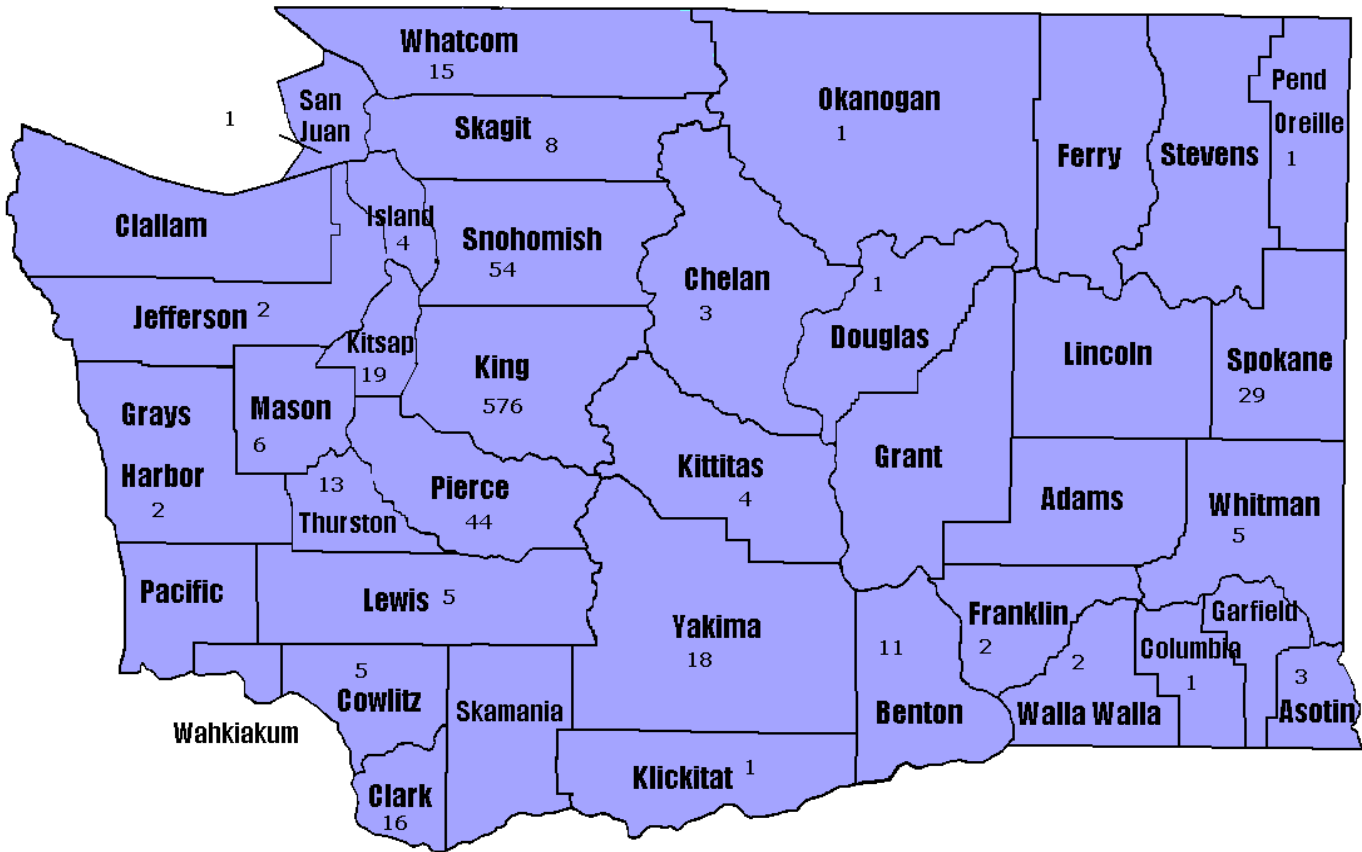
**Lashon Watson, Seed of Life Center for Early Learning & Preschool, Seattle, WA, Seattle University, Graduate**

While we have been fortunate to receive small investments from **The Boeing Company** and the **City of Seattle** to offer Bachelor's (BA) degree scholarships, it is unclear whether this funding will continue beyond 2009. Over the three years of funding, six scholars have graduated with BA degrees. Scholarship supports for BA's remain a huge need since compensation levels will not catch up with the educational costs overnight, and there is a growing desire to establish a more educated workforce.

In 2005, The Keystone Research Center published a report, "*Losing Ground in Early Childhood Education: Declining Workforce Qualifications in an Expanding Industry, 1979-2004.*" The report highlights that the early childhood education field continues to lose ground educationally, and this decline will continue as the most educated cohort of the workforce retires.

Despite this bleak picture, quality standards for Head Start, the Seeds to Success model and National Association for the Education of Young Children accreditation are proposing increased educational attainment, including BA degrees for teachers and directors. Washington Scholarships recognizes a significant need to establish a professional development continuum that includes future scholarship support for four-year degrees and beyond. Our children are counting on us.

# Geographic Distribution of Washington Scholarships 2008-2009



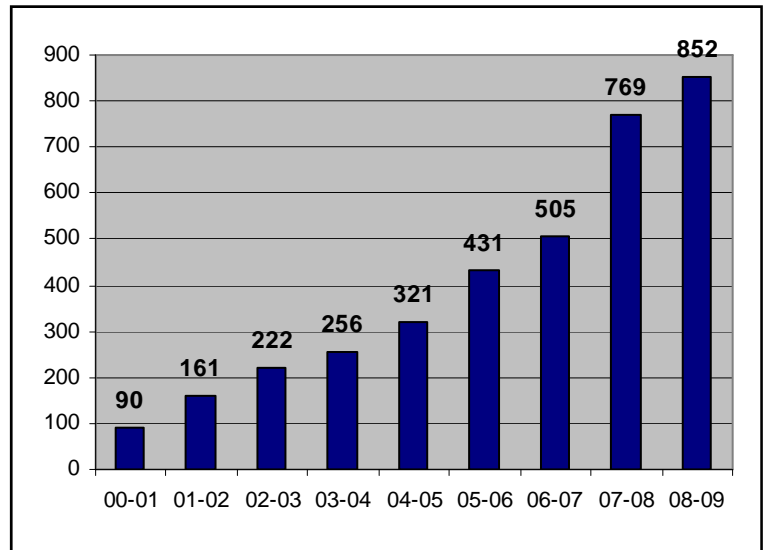
## Looking Ahead to 2009-2010

As we begin our 10<sup>th</sup> year of operation, WA Scholarships faces significant uncertainty. Our funding from **The Boeing Company** has ended, and the **City of Seattle** has shifted its professional development focus. This may result in a loss of City funding and a 30% reduction of our '09-'10 budget. The economic climate has also made the possibilities of increased public/private investments more challenging. These funding issues are further exacerbated by rising tuition costs.

Despite these hurdles, we are grateful to the **Bill & Melinda Gates Foundation** and **Thrive by Five Washington** for a commitment of ongoing funds through next year. We have also formed a new partnership with Child Care Resources to assist with the White Center Early Learning Initiative (WCELI) that is piloting a portion of the Seeds to Success model. We continue to seek these unique opportunities to leverage our existing resources.

As we look toward our next ten years, the CCR&R Network remains committed to locating public/private investments to sustain our program, form strategic partnerships and to support our State's efforts to improve the quality of child care.

## Annual Number of Washington Scholars 2000-2009



*Preschoolers at Der Kinderhuis Montessori, Oak Harbor, WA*



*Kim Breen, Scholar, Spokane, WA*

# Congratulations to our scholars and their sponsoring programs for reaching educational milestones this year!

## Child Development Associate Credential (CDA)

**Victoria Barrientes**, King Co. - Little Eagles  
**Barbara Bellamy**, Spokane Co. - Future Generations CC  
**Brandon Blake**, King Co. - Cooperative CC  
**Libertad Bocanegra**, King Co. - Sea Mar  
**Shalise Brown**, King Co. - All Children  
**Virginia Caculitan**, King Co. - Little Eagles  
**Erlinda Callejas**, King Co. - Little Eagles  
**Linda Caudill**, Kitsap Co. - Jackson Park CDC  
**Lira Cernacovshci**, Pierce Co. - Cascade Christian School  
**Deborah Coleman**, King Co. - Family Child Care (FCC)  
**Yan Qiong Deng**, King Co. - Denise Louie Education Ctr.  
**Olga Dudrov**, Spokane Co. - Single Parent Outreach Conn.  
**Binh Cam Duong**, King Co. - Denise Louie Education Ctr.  
**Francisca Duran**, Chelan Co. - Head Start Services  
**Dora Facio**, Yakima Co. - Yakima Nation Head Start  
**Beate Harris**, Thurston Co. - Olympia ELC  
**Susan Hayward**, Whitman Co. - FCC  
**Juanita Herbert**, Spokane Co. - FCC  
**Mariam Hersi**, King Co. - FCC  
**Jennifer Holzer**, Whatcom Co. - Promise Day Care  
**Danelia Howard**, Mason Co. - Squaxin Island CDC  
**Julito Ibay**, King Co. - Little Eagles  
**Lily Ibay**, King Co. - Little Eagles  
**Francesca Joseph**, Kitsap Co. - Jackson Park CDC  
**Peishih Kao**, King Co. - Chinese Information Service Ctr.  
**Randi Kemp**, King Co. - Little Eagles  
**Min-Jung Kim**, Pierce Co. - Cascade Christian School  
**Terra Kindt**, Kitsap Co. - Jackson Park CDC  
**Sharene Leek**, King Co. - FCC  
**Sonia Lopez**, Skagit Co. - FCC  
**Marcella Lyons**, King Co. - Tiny Tots Day Care Center  
**Jodi Mackin**, Spokane Co. - School for Little People  
**Nenita Maghirang**, King Co. - Little Eagles  
**Xi Matthews**, Snohomish Co. - Bread of Life Preschool  
**Beckie McKee**, Whitman Co. - Sunnyside Preschool & CC  
**Stephanie McKee**, Whitman Co. - Sunnyside Preschool & CC  
**Justine McKellar**, Kitsap Co. - Jackson Park CDC  
**Lillie Miller**, Kitsap Co. - Jackson Park CDC  
**Allison Miranda**, King Co. - YMCA of Greater Seattle  
**Elizabeth Navarro**, King Co. - Sea Mar  
**Jacquiene Norman**, Spokane Co. - Noah's Ark CCC

## CDA Cont.

**Jiaqi Ou**, Snohomish Co. - Harmony ECE Center  
**Mary Parsons**, Kitsap Co. - FCC  
**Donna Pontius**, Thurston Co. - FCC  
**Mary Pruitt**, King Co. - FCC  
**Michelle Reichle**, King Co. - YMCA of Greater Seattle  
**Cindi Riley**, Island Co. - FCC  
**Schimere Sanders**, King Co. - Bright Horizons c/o Boeing FC  
**Carla Smith**, Thurston Co. - Kidz Academy  
**Heidi Smith**, Thurston Co. - Loving and Learning CC  
**Sarhan Sohad**, King Co. - FCC  
**Carol Tingley**, Island Co. - FCC  
**Rachel Waiharo**, King Co. - Jolly Kids Daycare  
**Zhe Wang**, King Co. - Harmony ECE Center  
**Allegra Wilson**, Pierce Co. - Easter Seals Building Blocks  
**Ju-Chen Yao**, King Co. - Denise Louie Education Center  
**Dongdong Zhang**, King Co. - Bread of Life Preschool

## ECE Certificate

**Evelyn Heyd**, Okanogan Co. - FCC

## Graduate with AA

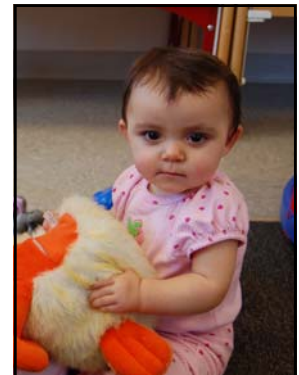
**Jennifer Cole**, King Co. - Childhaven  
**Tamra Dschaak**, Spokane Co. - FCC  
**Rocio Espiritu**, King Co. - Jose Marti CDC  
**Charity Gores**, Pierce Co. - Arcadia Learning Center  
**Cheryl Hendricks**, Pierce Co. - FCC  
**Maricela Hernandez**, King Co. - Jose Marti  
**Rebecca Jackson**, Yakima Co. - Country Kids CDC  
**Kristi Lindsay**, Snohomish Co. - Kids N Us - Everett  
**Sandra Medina**, King Co. - Jose Marti CDC  
**Wendy Murphey**, Benton Co. - Messiah Lutheran CCC  
**Maria E. Rico**, King Co. - Jose Marti CDC  
**Maryjane Shearer**, Clark Co. - FCC  
**Melissa Spencer**, Snohomish Co. - Kids N Us - Marysville  
**Sophal Thaiy**, King Co. - Tiny Tots @ Wing Luke  
**Tracy Wahl**, Snohomish Co. - YMCA of Snohomish Co.  
**Roberta Wright**, Pierce Co. - FCC

## Graduate with BA

**Lashon Watson**, King Co. - Seed of Life



Please contact us for more  
program information  
Washington Scholarships for  
Child Care Professionals  
(866) 308-3224 (toll-free)  
email: [scholarships@childcarenet.org](mailto:scholarships@childcarenet.org)



## Special Thanks to our Funding Partners

Bill & Melinda Gates Foundation, The Boeing Company,  
The City of Seattle Human Services Department, Child Care Resources of King County,  
First Five Fundamentals of Pierce County, Thrive by Five Washington, and  
The Washington State Department of Early Learning

Washington Scholarships for  
Child Care Professionals  
1551 Broadway, Suite 300  
Tacoma, WA 98402  
(866) 308-3224  
www.childcarenet.org



#### Washington Scholarships Program Staff

**Listed clockwise from top left:**

**Linzie Wilson**, Program Assistant

**Isabelle Beberman**, Scholarship Counselor

**Susan Yang Affolter**, Professional Development  
Director

**Mandy Aaberg**, Professional Development Program  
Manager

NON-PROFIT ORG.  
U.S. POSTAGE  
**PAID**  
TACOMA, WA  
PERMIT NO. 732

#### Advisory Committee (July 1, 2008-June 30, 2009)

**Wilanne Ollila-Perry**, Chair, The Opportunity Council

**Michelle Andreas**, WA State Community & Technical  
Colleges Board

**Agda Burchard**, Washington Association for the  
Education of Young Children

**Brenda Boyd**, Washington State University

**Peggy Burrows**, Children's Life Day Care Center

**Eugene Gousie**, U.S. Administration for Children &  
Families

**Carol Griffith**, Child & Adult Care Food Program

**Diana Holz**, Green River Community College

**Jackie Jainga-Hyllseth**, School's Out Washington

**Jean Kelly**, University of Washington

**Kusrten Holabird**, SEIU-Local 925

**Sally Holloway**, Whatcom Community College

**Hannah Lidman**, Economic Opportunity Institute

**Juliet Morrison**, Department of Early Learning

**Joel Ryan**, Washington Head Start/ECEAP  
Association

**Debra Sullivan**, The Praxis Institute for Early  
Childhood Education

**Susan Sandall**, University of Washington

**Mary Jo Shannon**, American Federation of Teachers

**Mary Seaton**, Office of Superintendent of Public  
Instruction

#### Thank You to Our Participating Colleges & Universities

##### 2-Year Institutions

Bates Technical College  
Bellevue Community College  
Bellingham Technical College  
Big Bend Community College  
Centralia College  
Clark College  
Clover Park Technical College  
Columbia Basin College  
Edmonds Community College  
Everett Community College  
Green River Community College  
Grays Harbor College  
Highline Community College  
Lake Washington Technical College  
Lower Columbia College  
North Seattle Community College  
Northwest Indian College  
Olympic College  
Peninsula College  
Pierce College  
Renton Technical College

##### 2-Year Institutions Cont.

Seattle Central Community College  
Shoreline Community College  
Skagit Valley College  
South Puget Sound Community  
College  
South Seattle Community College  
Spokane Falls Community College  
Tacoma Community College  
Walla Walla Community College  
Wenatchee Valley College  
Whatcom Community College  
Yakima Valley Community College

##### 4-Year Institutions

Antioch University  
Eastern Washington University  
Goddard College  
Seattle University  
Trinity Lutheran College  
Washington State University