



*of Supporting the*  
**EARLY CHILDHOOD**  
**WORKFORCE**



**TEACH**  
**EARLY CHILDHOOD®**

MISSOURI

A Program of Child Care Aware® of Missouri



Dear Friends,

As TEACH Early Childhood® Missouri Scholarship celebrates its 25th anniversary, I am filled with both gratitude and pride. What began as a vision in 2000 has become a statewide movement that has touched thousands of lives and strengthened our workforce in lasting ways. When I stepped into this role in 2001, I could not have imagined the breadth of the journey ahead or the profound impact this scholarship would make.

In these 25 years, more than 5,500 TEACH Missouri scholarships have been awarded, helping early childhood educators achieve what once felt out of reach, earning credentials, completing degrees and gaining the professional recognition they deserve. Often, these participants were the first in their families to attend college or earn professional credentials. They balanced full-time work, school, and family responsibilities, yet refused to give up. Their determination has built a stronger, more stable and better-prepared workforce for Missouri.

It has been my privilege to walk alongside these educators, to hear their stories of challenge, perseverance and triumph. Each success represents more than personal growth; it strengthens our economy and our communities. When one educator gains confidence through a CDA credential, or another becomes the first in her family to graduate with a degree, those victories ripple far beyond the individual. They belong to Missouri.

TEACH Missouri fuels the workforce that powers Missouri's workforce. Without early childhood educators, working families have no reliable child care. Without child care, parents cannot work. Without that foundation, businesses, communities and our state's economy cannot thrive. Early care and education are not optional, they are essential.

Yet challenges remain. Low wages, high turnover and limited resources continue to threaten this field. That is why TEACH Missouri must remain a vital source of education, compensation and retention for early childhood educators. These supports do not just benefit individual educators; they safeguard the strength of Missouri's entire workforce.

As we celebrate this milestone, I invite you to join us in carrying this work forward. Whether you are a policymaker, business leader or community partner, your investment ensures that every early childhood educator has the opportunity to grow, lead and remain in this essential field.

The past 25 years have proven what is possible. Now, it is up to all of us to keep moving forward.

With gratitude and determination,

*Beth Ann Lang*

Beth Ann Lang  
Deputy Chief Executive Officer at Child Care Aware® of Missouri  
TEACH Missouri Scholarship Program Leader for 25 Years



Thanks to the TEACH Missouri scholarship, I was able to successfully complete my studies in Early Childhood Education, a field I am deeply passionate about. Through the scholarship, I obtained my CDA credential in 2021 and my associate degree in 2024. Returning to school after such a long hiatus was a significant decision for me, inspired by my commitment to obtain an Early Childhood Education degree. The financial support from TEACH Missouri not only alleviated the burden of tuition but also gave me the confidence and motivation to pursue my educational goals. Throughout my academic journey, I have gained invaluable knowledge and skills that have already begun to transform the quality of care and education I provide at my center. The supportive scholarship counselors were always ready to assist me in whatever need I had and were always courteous. I learned so much in college studying about children's development, development appropriate practices, child development theories, play-based learning, assessments and evaluations, and so much more.

One of the most transformative experiences during my studies was the encouragement by a teacher to expand on a poem I wrote. In October, my first book will be published, *I Just Play to Be Me*. This achievement would not have been possible without the academic and personal growth I experienced thanks to this scholarship. The support has not only helped me achieve my dream of going back to school but has also empowered me to inspire and educate young minds through my writing. The impact of this scholarship extends far beyond the financial assistance; it has been a catalyst for personal and professional growth, allowing me to contribute meaningfully to the field of early childhood education.

**ALETHA 'DIANE' CHAMBERLAIN,**  
Scholarship Graduate, Child Care Business Owner and Author



What an incredible milestone, 25 years of the TEACH Missouri Scholarship! This program has not only shaped careers, but it has also shaped Missouri's economy by keeping early childhood educators and families working, and child care businesses open, enriching their classroom quality.

At Child Care Aware® of Missouri, we see the ripple effect every day. When an educator earns a credential or degree, it doesn't just change their life, it strengthens an entire program, a community, and ultimately, our state. That's the power of TEACH Missouri. What is most heart-warming is hearing directly from early childhood educators the impact our scholarships have made in their professional and personal lives.

As we celebrate this anniversary, I am filled with gratitude for the visionaries who initially built this program, and for Beth Ann Lang, whose heart, dedication, and perseverance over the past 24 years has expanded this program to what it is today. We are even more grateful for the educators who committed to it, and the partners and supporters who have sustained it. Together, we lift up our early childhood workforce because with them we impact the development of Missouri's youngest children and help lay the groundwork for their successful future.

The next 25 years will bring new challenges and opportunities. I am confident that, with your continued partnership and support, and testimonials from amazing early childhood educators, TEACH Missouri will remain a driving force for progress in Missouri's early childhood system and economy.

Warmly,

*Robin Phillips*

Robin Phillips  
Chief Executive Officer  
Child Care Aware® of Missouri



## TEACH MISSOURI: 25 Years of Impact

**5,500**

SCHOLARSHIPS AWARDED

**12%**

AVERAGE WAGE INCREASE

**40%**

OF PARTICIPANTS ARE  
FIRST-GENERATION  
COLLEGE STUDENTS

**95%**

EDUCATOR RETENTION RATE

**More than 95%**  
of participants  
and sponsoring  
employers regularly  
recommend TEACH  
Missouri.

**10** scholarship  
models spanning  
the full education  
spectrum, from  
CDA to Master's.

**Countless** lives  
improved through  
better career  
opportunities and  
better child care  
for families in  
Missouri.

**\$2 BILLION**

CONTRIBUTED TO THE MISSOURI ECONOMY

*More than 85% of participants would not have sought a credential, certificate or degree without TEACH Missouri.*

The TEACH Missouri Scholarship has been a game changer for our early childhood workforce. It's not just about earning a degree. It's about giving passionate educators the opportunity, confidence, and support to grow as professionals without the financial burden. These scholarships have allowed more than 5,500 early educators to gain valuable child development knowledge, strengthen classrooms across the state, and ensure Missouri's children receive the high-quality care they deserve. When the early childhood workforce thrives, Missouri's entire economy benefits.

### **DEIDRE ANDERSON-BARBEE**

Assistant Commissioner,  
 Office of Childhood

TEACH Missouri provided an educational opportunity that I otherwise would not have been able to afford, it gave me the ability to be an effective educator, to network with amazing people, to nurture and educate amazing humans, to be a resource to parents, children, other educators, and my community, and to enjoy working at a job I loved! I transitioned from being an owner/operator of a successful childcare program to a compliance inspector for the Office of Childhood after 21 years. TEACH Missouri gave me the knowledge to help both new, developing, and seasoned providers and to understand the impact that a solid early childhood experience has on children.

### **LUANNE GAINES**

TEACH Missouri Graduate,  
 former Family Child Care Owner

Earning my CDA credential allowed me to gain a leadership position with my employer. It helped me to grow personally and professionally. I would like to express my gratitude for the scholarship. TEACH Missouri doubled my excitement for being an Early Childhood Educator.

### **KAREN ANDERSON**

TEACH Missouri CDA Credential Graduate



Meg Layton and Family

I chose to use the TEACH Missouri Scholarship because it is a great program that helps individuals get their degree at little personal cost. The scholarship took the burden of paying for school off me so I could focus on my classes and not have to worry about how to make the next payment. Personally, earning my degree gave me more confidence to pursue the role of director and to be involved in other early childhood projects in my community.

### **MEG LAYTON**

TEACH Missouri Graduate

Scholarships like TEACH Missouri matter to me because they help ensure that dedicated teachers can afford to pursue higher education and stay in the profession long-term. When teachers are supported in their growth, my children benefit from the latest knowledge about child development, early learning, and social-emotional support. These scholarships also help reduce turnover, because teachers don't have to choose between pursuing their career goals and staying with the children they care for. As a parent, I want my children surrounded by educators who feel valued and supported and programs like TEACH Missouri make that possible.

### **LISA CLANCY**

Parent of children at a center  
 with educators in TEACH Missouri



Karen Anderson

Earning my degree through TEACH Missouri allowed me to be the first in my family to take college courses. When I graduated, my parents were there to witness me earning my degree. I can now tell my story to my colleagues in hopes that it encourages them to go back to school. Just this year, I have offered the TEACH Missouri Scholarship to 5 employees. TEACH Missouri provides opportunities to early childhood educators to grow both personally and professionally.

### **TAMMY DODD**

TEACH Missouri Graduate and  
 Sponsoring Employer

Tammy Dodd



# MORE THAN 2,700 CHILD CARE PROGRAMS

have sponsored and supported  
TEACH Missouri scholarship participants



Dave Daye CDC CDA Grads

TEACH Missouri is a dream maker. It gives hope to teachers in the lowest paid sector of education that they can aim higher, be more, and do more in this profession. TEACH elevates the workforce and makes the vision of an effective and skilled Early Childhood Education workforce possible. Without TEACH, many of our ECE teachers would not have considered going back to school for a CDA or an associate's degree because it would simply be out of reach, financially, and personally. The tuition and professional support TEACH Missouri provides is life changing, especially for those who never considered college to be part of their life plan.

## DR. TRACY HUANG

Director of Early Childhood Education,  
Moberly Area Community College

We have been sponsoring TEACH Missouri participants for over 20 years. Since the beginning, we have been HUGE advocates for our employees to take advantage of the TEACH Missouri scholarships and have watched countless employees further their education through this program. We currently have 24 employees and 16 of those are participating in TEACH Missouri. As the owner of my program I have made it a top priority to help those that choose to participate be successful. I myself used TEACH to obtain my associate's in early childhood and the Masters Certificate in Educational Leadership.

## TIFFANY BRINTON

TEACH Missouri Graduate and  
Sponsoring Employer



Phyllis Robinson



Completing my CDA Credential through TEACH Missouri was an enriching experience that significantly enhanced my understanding of early childhood education. My passion for early childhood education has always driven me to seek opportunities that enhance my ability to support and nurture young learners. Throughout this journey, the TEACH team offered continuous support, making the entire process both educational and accessible. I highly recommend this program to others seeking to advance their careers in early childhood education.

## PHYLLIS ROBINSON

TEACH Missouri CDA Credential  
Graduate

Missouri's ECE workforce shortages are real and TEACH Missouri is one of the few levers that simultaneously improves retention, compensation trajectories, and qualifications. TEACH professionalizes the field by making graduate-level learning attainable for educators who have historically been priced out, including those in rural and under-resourced communities. Children benefit from better-prepared educators and leaders equipped with knowledge of how they learn best; programs meet licensing/quality benchmarks more reliably; employers gain a stronger pipeline and lower turnover.

## DR. KARRIE SNIDER

Associate Dean, Graduate Program  
Coordinator of Early Childhood  
Education, University of Central Missouri



## MORE THAN 70%

of participating sponsoring employers accept families using state child care subsidy

TEACH Missouri has served participants and early childhood programs in

## ALL 115 COUNTIES STATEWIDE

## EMPOWER THE WORKFORCE BEHIND THE WORKFORCE

TEACH Early Childhood® Missouri is more than a scholarship. It is a powerful solution to our state's early childhood workforce crisis. Continued investment and support are essential to strengthen the educators who fuel Missouri's economy, helping families stay employed, businesses stay open, and children thrive. We must keep Missouri working by investing in those who make it possible.

# SUPPORTING MISSOURI'S WORKFORCE & ECONOMIC SECURITY

## WHAT IS TEACH MISSOURI?

For 25 years, the TEACH Early Childhood® Missouri Scholarship has helped early childhood education professionals earn credentials to stay in the field and advance their careers. By combining scholarships, increased education and compensation and a defined commitment period to the field, TEACH Missouri strengthens the early childhood education workforce, the backbone of Missouri's economy.

## WHY DOES TEACH MISSOURI WORK?

### Addresses the Workforce Crisis

Child care programs struggle to recruit and retain qualified educators due to chronic low wages and high turnover. TEACH Missouri helps keep educators in classrooms by removing barriers and advancing careers in early childhood education.

### Increases Quality for Children

Research is clear, better-educated early childhood professionals deliver higher-quality early learning, giving children a strong start and families peace of mind.

### Boosts Economic Security

Missouri businesses lose over \$1.35 billion each year due to the lack of child care. TEACH Missouri strengthens and retains the early childhood workforce strong so families can remain at work.

### Delivers Proven Results

More than 5,500 Missouri educators have received scholarships earning an average wage increase of 14% and with a retention rate of 95%.

## INVESTING TOGETHER IN MISSOURI'S EARLY CHILDHOOD WORKFORCE

TEACH Missouri believes in shared investment and lasting impact. Through our unique cost-sharing model, TEACH Missouri, sponsoring child care employers, and scholarship recipients work together to make increased education affordable and achievable. In return, educators commit to staying with their employer after completing coursework building stability and continuity for programs, children, and families.

With 10 scholarship models, TEACH Missouri meets educators where they are, whether starting with a Child Development Associate (CDA) credential, a certificate, or advancing their career by earning an associate, bachelor's, or master's certificate. No one goes it alone. Each participant receives personalized, one-on-one support from a TEACH Scholarship Counselor guiding them every step of the way toward their career goals.



## TEACH MISSOURI – GROWING TO MEET THE NEEDS OF THE EARLY CHILDHOOD WORKFORCE

For 25 years, TEACH Missouri has expanded to offer 10 unique scholarship models that support educators at every stage, from earning a credential to completing a college degree, to help them achieve their career goals.

*CDA Scholarship through Training*  
Helps educators earn their National Child Development Associate credential through clock hour training

*One Scholarship*  
Allows educators to take one class (3 credits) in early childhood to begin or advance their education

*Entry Associate Scholarship*  
Ideal for educators exploring early childhood college courses before fully committing to a degree

*Bachelor's Degree Scholarship*  
Allows educators to pursue their BA or BS in early childhood education

*Student Teaching Scholarship*  
Supports the required student teaching semester for early childhood education degrees

*More than 95% of participants and sponsoring employers regularly recommend TEACH Missouri*

*CDA Scholarship through Credit Hours*  
Supports educators earn college credits as they work toward completing a CDA

*Two-Semester Scholarship*  
For educators who want to take two courses (6 credits) over two consecutive semesters

*Associate Degree Scholarship*  
For educators wanting to earn an early childhood education degree

*Pre-Certification Scholarship (One & Two Semesters)*  
Bridges the final semesters before student teaching at a 4-year institution

*Master's Certificate Scholarship*  
For educators seeking to deepen their capacity in early childhood business and leadership

## BUILDING A STRONGER MISSOURI TOGETHER

TEACH Missouri supports Missouri-based higher education institutions supporting the growth of early childhood education degree programs in **13 TWO-YEAR COLLEGES** and **21 FOUR-YEAR UNIVERSITIES**

**MORE THAN**  
**44,000**  
**COLLEGE CREDIT HOURS HAVE BEEN EARNED BY PARTICIPANTS IN MISSOURI-BASED COLLEGES AND UNIVERSITIES**

**MORE THAN**  
**60%**  
**OF PARTICIPANTS START THEIR SCHOLARSHIP WITH A HIGH SCHOOL DIPLOMA**

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*For those earning college credit hours, the average grade point average is **3.2***

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**MORE THAN**  
**85%**  
**OF PARTICIPANTS WOULD NOT HAVE SOUGHT A CREDENTIAL, CERTIFICATE OR DEGREE WITHOUT TEACH MISSOURI**

# TEACH EARLY CHILDHOOD® MISSOURI STAFF

Your Dreams.  
Your Reality.  
Our Scholarships.



(BACK ROW)

## COURTNEY ANSELMO

TEACH Missouri Senior CDA Scholarship Coordinator

## AMANDA SCHWARTZ

Director of Scholarships

## SUSAN HEADY

TEACH Missouri Coordinator

## STEPHANIE SMITH

TEACH Missouri Senior CDA Scholarship Counselor

(FRONT ROW)

## JILL GEHNER

Scholarship Administrative Assistant

## BETH ANN LANG

Deputy CEO

## RENE PRYS

TEACH Missouri CDA Scholarship Counselor



## THANK YOU TO 25 YEARS OF FUNDERS

ARCHS

Boone Early Childhood Partners

City of St. Louis

Department of Social Services -  
Children's Division

Department of Elementary  
and Secondary Education -  
Early Learning

Department of Elementary  
and Secondary Education -  
Office of Childhood

St. Joseph Youth Alliance

United Way of Cape Girardeau –  
Success by Six

United Way of Greater  
St. Joseph – Success by Six

United Way of Greater  
St. Louis – Success by Six

## IN MEMORIAM

### A Servant Leader with Heart, Humor and Purpose

Amanda Schwartz served as Director of Scholarships at Child Care Aware® of Missouri, where she led the daily operations and expansion of the TEACH Early Childhood® Missouri Scholarship with unwavering dedication and vision from 2018 – 2025. Amanda was more than a leader. She was a mentor, a coach and a friend. Her passion for early childhood education was matched only by her belief in the power of people. She knew that by investing in educators, we invest in children, families, and the future of our communities. Her work helped thousands of early childhood professionals advance their education and careers, leaving an enduring legacy across Missouri.

In honor of Amanda's years of dedication, Child Care Aware® of Missouri has created the Amanda Schwartz Scholarship Fund. Donations will be used to support master's certificate scholarships in her name. Amanda believed in the power of education and that TEACH Missouri needed to build into the future leadership in early childhood education. She led the charge in recruiting and enrolling participants in the master's certificate in Early Childhood Leadership and Business. This memorial fund will assist in keeping scholarships available to educators in the field Amanda so loved.

DONATE NOW





TEACH Missouri would like to thank the Child Care Aware® of Missouri Board of Directors for investing unrestricted funds to support this 25th anniversary celebration.

## TEACH EARLY CHILDHOOD® MISSOURI IS A LICENSED PROGRAM OF THE EARLY YEARS



[Teach-Missouri.org](http://Teach-Missouri.org)



[Teach-mocda.org](http://Teach-mocda.org)

**ADVANCE**  
*Your* CHILD CARE CAREER



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