

# T.E.A.C.H. Early Childhood® Iowa

## FY21 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in high-quality early care and education programs in the first five years of life are more likely to be in a highly skilled job or college at age 21. Ensuring quality early care and education for children today creates a viable workforce for the future and a strong American economy in the long run.

The quality of early care and education a child receives is directly linked to the education and compensation of early educators. In **Iowa**, many early educators do not have higher education degrees and many earn less than \$15 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of under-education, poor compensation and high turnover in the workforce. All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.

In **Iowa**, T.E.A.C.H. Early Childhood® is administered by **Iowa Association for the Education of Young Children**. In FY21, T.E.A.C.H. Early Childhood® **Iowa** helped **425** early education professionals increase their education.

### Education

Recipients on associate degree scholarships completed an average of **11.3** credits per contract.

Recipients on bachelor's degree scholarships completed an average of **15** credits per contract.

T.E.A.C.H. recipients in Iowa completed more than **3,100** credit hours.

The average grade point average (GPA) for a T.E.A.C.H. recipient on an associate degree scholarship was **3.45**.

The average GPA for a T.E.A.C.H. recipient on a bachelor's degree scholarship was **3.45**.

### Compensation

The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$13.35**.

The average increase in earnings for a T.E.A.C.H. recipient on an associate degree scholarship was **17%**.

The average increase in earnings for a T.E.A.C.H. recipient on a bachelor's degree scholarship was **14%**.

### Retention (removing turnover caused by COVID-19)

For associate degree scholarship recipients, the average retention rate was **93%**.

For bachelor's degree scholarship recipients, the average retention rate was **96%**.

### Demographics

**75%** of recipients worked with 3-5-year-old children.

**21%** of recipients worked with children less than 3 years old.

**16%** of recipients were people of color and/or Latinx.

T.E.A.C.H. recipients attended one of **15** community colleges or **18** universities offering early childhood degree programs in Iowa.

### Personal Impact

In a survey of T.E.A.C.H. recipients, **99%** said they would recommend T.E.A.C.H. to their peers, and **100%** of their employers would recommend T.E.A.C.H.

T.E.A.C.H. recipients show dramatic dedication to remaining in their professions with turnover rates far less than the national turnover rates of 30-40%. This year alone, **15,686** of **Iowa's** children benefitted from consistent early education and care provided by better prepared early childhood educators.

The T.E.A.C.H. Early Childhood® Initiative is heralded by experts in the field as a national leader in creating solutions for early childhood education workforce challenges. National outcomes can be found in the T.E.A.C.H. Early Childhood® and Child Care WAGES® 2020-2021 [Annual Program Report](#).





## T.E.A.C.H. Early Childhood® Iowa FY21 Voices From the Field



Melissa began working for Community Action of Eastern Iowa Head Start in 2017 as an assistant teacher, and started taking classes at Eastern Iowa Community College to complete her associate degree. In 2018, she began her Bachelor's Degree in Early Childhood Education at Northwestern College. Melissa was promoted to teacher and was an excellent student with a perfect 4.0 grade point average while on T.E.A.C.H.

Despite a high GPA, her educational journey was not easy while working full time, being a mom at the same time. In summer 2018, Melissa took a particularly challenging course. She told her counselor she spent all of her free time studying and doing homework. Her counselor encouraged and cheered for her every step of the way.

Finishing her degree and working during COVID-19 was another challenge. Melissa told her counselor, "I am both well and raw, and some days a mixture of both in the same day. This is hard. But I am thankful that we can do hard things. I am spending some long days this week in CLASS® observation training. We have been both serving families from home and continuing professional development."

Melissa shared, "My son was born when I was a senior in high school. Last year, I watched that same son graduate from college, and the commencement speaker asked all of the first generation college graduates to stand. There were many, and my son was one of them. It was emotional. On one hand I felt a little sad that my children couldn't say either of their parents were graduates, while at the same time I felt immense pride in his accomplishment, and what he had been able to do even without his parents setting that example for him."

Melissa finished her bachelor's degree in spring 2020 and told her counselor, "Now I feel a similar pride for myself. Thank you for that. I completed a simple survey the other day and for the first time ever I could mark 'Graduated from college: Bachelor Degree.' It just feels different... and the feeling is wonderful. I really can't thank you enough. I would never have been able to accomplish this without both your support and that from the T.E.A.C.H. program. It truly has changed my life."

Melissa's salary nearly doubled during the four years she was on the T.E.A.C.H. scholarship. We are so proud of her and her accomplishments. She is now a Mentor Teacher providing coaching, quality improvement strategies and professional development assistance to teachers across a 28-classroom program. In her new role, she gets to help others find the T.E.A.C.H. program as a part of their own personal and professional growth.

**Iowa Association for the Education of Young Children**

**5525 Meredith Drive, Suite F**

**Des Moines, IA 50310**

**515-331-8000**

[iowaaeyc.org/teach.cfm](http://iowaaeyc.org/teach.cfm)