

## FY19 Results

Before first grade, a child may spend more than 10,000 hours in child care. Research tells us that children enrolled in a high-quality early care and education program in the first five years of life are most likely to be in a highly skilled job or in college at age 21. Ensuring quality early care and education for children today ensures 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 \$12 an hour. The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals in an effort to address the key issues of under-education, poor compensation and high turnover in the early education 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 FY19, T.E.A.C.H. Early Childhood® IOWA helped more than 389 early education professionals in the state increase their education.

## Education

- Recipients on associate degree scholarships completed an average of 12.6 credits per contract.
- Recipients on bachelor's degree scholarships completed an average of 15.4 credit hours.
- T.E.A.C.H. recipients in Iowa completed more than 3,128 credit hours last year.
- The average grade point average (GPA) for a T.E.A.C.H. recipient working on their associate degree was 3.4; the average GPA for a T.E.A.C.H. recipient working on their bachelor's degree was 3.7.

## Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was \$12.30.
- The average increase in earnings for a T.E.A.C.H. recipient on an associate degree scholarship was 11%.
- The average increase in earnings for a T.E.A.C.H. recipient on a bachelor's degree scholarship was 9%.

## Retention

- For associate degree scholarship recipients the average retention rate was 93%.
- For bachelor's degree scholarship recipients the average retention rate was 94%.

## Demographics

- 74% of recipients worked with 3-5 year old children.
- 54% of recipients worked with children under 3.
- 21% of recipients were women of color and/or Hispanic origin.
- T.E.A.C.H. recipients attended one of the 15 different community colleges or 18 universities offering early childhood degree programs in Iowa.

## Personal Impact

- In a survey of T.E.A.C.H. recipients, 100% indicated 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 a dramatic dedication to remaining in their professions with turnover rates that are far less than the national turnover rates of 30-40%. This year alone 14,593 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® 2018-2019 Annual Program Report:

<https://bit.ly/38OXhly>.

## FY19 Voices from the Field

### 13 Years on T.E.A.C.H.

Kim Bonjour-Eiteman and Joeleen Durbin started their 13th T.E.A.C.H. contracts this fall! This is the longest anyone has been on the scholarship in Iowa. Both have been employed at Perry Child Development Center for decades (Kim for 25 years and Joeleen for 29 years).



When their program started the NAEYC Accreditation process 13 years ago, both were lead teachers and were told they needed to work toward degrees in order to keep their positions. Both were in their 40s at the time and were reluctant to start college. Their fathers stopped attending school after 8th grade and they didn't have the desire or see the need to go beyond high school. Kim and Joeleen reported they wouldn't have gone to college if it had not been required. Their center was like a family to them, with little turnover, and good benefits. So they decided to commit to the program and go back to school.

Kim and Joeleen started their educational journey at Des Moines Area Community College in spring 2006. They earned CDA credentials in 2007 and graduated with associate degrees in fall 2015. While taking college classes, they realized that they knew a lot because of their years of experience, but they also learned new things and changed some of their practices. For example, Joeleen said she used to require all children to come to the carpet at group time, but realized that it was ok and better for the individual child and the group if a child was allowed to go to the library area if they couldn't handle group time.

The WAGE\$ Program became available in their area in 2015, and Kim and Joeleen began receiving WAGE\$ salary stipends. As both are sole earners in their households, WAGE\$ has been helpful over the years. The money has been used to purchase books, pay tuition that isn't covered by T.E.A.C.H., and make ends meet. As their education increases, the amount of their stipends increases too.

In spring 2016, Kim and Joeleen began coursework at Iowa State University toward bachelor's degrees in Early Childcare Education and Programming. This is an online degree through GPIDEA, and is not tailored to non-traditional students. It was the only online option at the time, and presented some challenges related to the high cost of tuition and the required number of practicum hours. Kim and Joeleen relied on one another for support as they experienced challenges, had questions, or needed to think through assignments.

Kim and Joeleen usually take the minimum of nine credits per contract and have always taken their classes together. Both have received an annual bonus from T.E.A.C.H. as well as from their program for each completed contract. Although a raise is not required for their scholarship model, their salaries have nearly doubled during their years on T.E.A.C.H.

Perry CDC is a NAEYC Accredited, 5 star QRS program. Their previous director, Laurie Wernli, was a strong supporter of an educated workforce and served on Iowa's Early Childhood Workforce Advisory Committee for several years. Laurie retired in August and Kim has taken over as the director. Without a bachelor's degree within reach, she would not have been eligible for this position.

We are very proud of the accomplishments Kim and Joeleen have steadily achieved and the consistency they have provided for the children at Perry Child Development Center. Joeleen said they will stay there until they are using walkers and can't do the job anymore. Iowa AEYC can't wait to celebrate with them when they start their 14th contracts and receive their diplomas in the fall of 2020!