

FY20 Results

Before 1st 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 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 FY20, T.E.A.C.H. Early Childhood® Iowa helped 367 early education professionals increase their education.

Education

- Recipients on associate degree scholarships completed an average of 12.3 credits per contract.
- Recipients on bachelor's degree scholarships completed an average of 15.25 credit hours.
- T.E.A.C.H. recipients in Iowa completed more than 2,941 credit hours last year.
- The average grade point average (GPA) for a T.E.A.C.H. recipient on an associate degree scholarship was 3.46; the average GPA for a T.E.A.C.H. recipient working on a bachelor's degree was 3.67.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was \$12.64.
- The average increase in earnings for a T.E.A.C.H. recipient on an associate degree scholarship was 12%.
- The average increase in earnings for a T.E.A.C.H. recipient on a bachelor's degree scholarship was 10%.

Retention

- Average retention rate (removing turnover caused by COVID-19) was 92% for associate degree scholarship recipients and was 94% for bachelor's degree scholarship recipients.

Demographics

- 76% of recipients worked with 3-5 year old children.
- 52% of recipients worked with children under 3.
- 17.7% 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

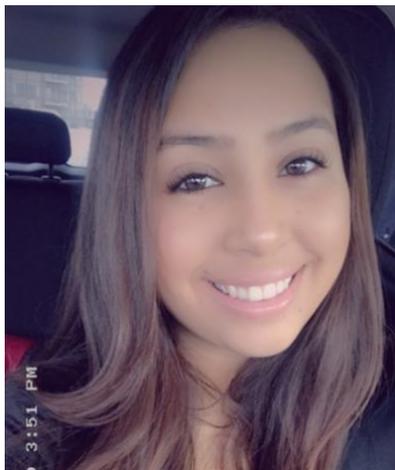
- In a survey of T.E.A.C.H. recipients, 100% indicated they would recommend T.E.A.C.H. to their peers and 100% of their employers would recommend T.E.A.C.H.

T.E.A.C.H. recipients show 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, 16,082 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 WAGE\$® 2019-2020 Annual Program Report at tinyurl.com/y6ysy3n6.



FY20 Voices from the Field



“My name is Kenya Gonzalez. I am the first person in my family to go to college and thanks to T.E.A.C.H and WAGE\$ it was made possible. Going to college has helped me learn about child development, new practices, learn new techniques in the classroom and to continue my education to receive my Bachelor’s Degree in ECE. Being the oldest of five I was always in charge of making sure my siblings did their homework and read every night. I chose this career path because I want to be that person I wish I had when I started to go to school, because I want to be the person that gives every child a great start to school.”

Kenya Gonzales is a Universal Pre-K Assistant Teacher at Conmigo Early Education Center in Des Moines, Iowa. This center is one of two child care centers in Iowa where Spanish is the primary language. She began working there in 2016. Kenya began her educational journey with T.E.A.C.H. in spring 2017. She was part of a

cohort of Early Head Start teachers in the area attending Des Moines Area Community College. This model supported teachers taking one class each semester with the same adjunct professor for the four semesters it took to complete the early childhood courses Iowa recommends for the CDA.

Kenya’s instructor at DMACC said, “Finding exactly what we are ‘meant to do’ is a dream. When you exude commitment, tenacity, dedication, and passion others know you have found your calling. But do you? Kenya has found her calling. She exudes these traits as well as the ability to advocate for children/families and how education impacts your ability to achieve your dreams. She found what she was ‘meant to do’ and in doing so has placed herself on the path to achieve great successes. She is an outstanding teacher, leader, mentor and person. She steps up to learn and to expand her knowledge base while assisting others in gaining the advantages education has to offer. She inspires as she interacts making the Early Childhood arena richer because she is a part.”

Cohort members were encouraged to earn their CDA Credential, but Kenya decided that she wanted to continue her education and ultimately get a bachelor’s degree with a teaching license. Currently, she has one more math class to take before she completes her associate degree and then will continue to a four-year college. Kenya became part of the WAGE\$ program in fall 2018.

In addition to her scholarship, Kenya assisted our agency, Iowa Association for the Education of Young Children, with a Play Experience for the staff and families at Conmigo by translating for those who spoke English as a second language. She did an excellent job.

Jennifer Stritz, an ECQuIP Early Childhood Center Consultant who works at the center said, “The children who enter her class know that they are loved and respected. Kenya always looks to put the best interest of the kids before anything else, and moves forward with a smile. She is dedicated to the children and she has grown to be a leader to her peers.”

T.E.A.C.H. and WAGE\$ staff are so proud of Kenya’s hard work on her education and commitment to the young children she teaches every day.