

# T.E.A.C.H. Early Childhood® Indiana

## 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 Indiana, 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 **Indiana**, T.E.A.C.H. Early Childhood® is administered by **Indiana Association for the Education of Young Children**. In FY21, T.E.A.C.H. Early Childhood® **Indiana** helped **1,132** early education professionals increase their education.

### Education

Recipients on associate degree scholarships completed an average of **14.1** credits per contract.

Recipients on bachelor's degree scholarships completed an average of **16** credits per contract.

T.E.A.C.H. recipients in Indiana completed more than **6,166** credit hours.

The average grade point average (GPA) for a T.E.A.C.H. recipient on an associate degree scholarship was **3.49**.

The average GPA for a T.E.A.C.H. recipient on a bachelor's degree scholarship was **3.72**.

### Compensation

The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$14.06**.

The average increase in earnings for a T.E.A.C.H. recipient on an associate degree scholarship was **5%**.

The average increase in earnings for a T.E.A.C.H. recipient on a bachelor's degree scholarship was **6%**.

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

For associate degree scholarship recipients, the average retention rate was **97%**.

For bachelor's degree scholarship recipients, the average retention rate was **98%**.

### Demographics

**64%** of recipients worked with 3-5-year-old children.

**53%** of recipients worked with children less than 3 years old.

**36%** of recipients were people of color and/or Latinx.

T.E.A.C.H. recipients attended one of **15** community colleges or **6** universities offering early childhood degree programs in Indiana.

### Personal Impact

In a survey of T.E.A.C.H. recipients, **100%** 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, **35,806** of **Indiana'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® Indiana FY21 Voices From the Field



“As Dr. Seuss would say, ‘Oh the places you’ll go...’ I never thought this teenage mom of two at the age of 17, living in a shelter, walking to college, would be the same lady owning a family child care, graduated with a CDA, an associate degree and pursuing a bachelor’s degree, thanks to T.E.A.C.H. “[My] love for education didn’t start because I am teaching in a classroom, a director, an owner, sitting as Vice Chair for the Regional Advisory Council for Early Learning or now even a child care consultant. It started when I would set up my teddy bears as home teaching or tutor my cousins for 25 cents. They say what you are inspired to be as an adult shows up in childhood.

“I reached out to T.E.A.C.H. when I became a family child care home owner seven years ago. What a journey it has been. T.E.A.C.H. was my second chance to get it right. I started my bachelor’s degree in Chicago but never completed it. By then I had already had a degree, was no longer eligible for FASFA and was clearly giving up since I had already owned my own business. When I heard Even better, I can afford it. I have encouraged my staff to do the same. Go to school to get a higher degree, to get promotions and better pay. Be a qualified educator teaching quality education. My child care purpose is to provide quality early childhood education to children birth to 5 years of age, with qualified degreed educators starting with me.

“Having T.E.A.C.H. and completing school was personal. My children watched their mother push through, even with the personal challenges we were facing. I told them this is what drive, determination and a conquer looks and feels like. This is what second chances can get you and what you do with great resources. When I graduated, my children said, ‘Mom, we didn’t think you were going to finish because of all you have to do alone. Even more, you could afford it because of T.E.A.C.H. Do they know how much they helped you and us?’ That was the highlight of my life.

“Once I graduated, I immediately applied for the bachelor’s program. I knew if I could walk across that stage with all those hurdles and detours in my life then this next degree is a breeze because I’m unstoppable now. Even better, I can afford it. I have encouraged my staff to do the same. Go to school to get a higher degree, to get promotions and better pay. Be a qualified educator teaching quality education. My child care purpose is to provide quality early childhood education to children birth to 5 years of age, with qualified degreed educators starting with me.

“This story doesn’t have to be yours, but the ending of success can. My story could be someone else’s survival guide, maybe someone just like you.”

– Keana Baylis, T.E.A.C.H. graduate, Family Child Care Home Owner

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