

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 Indiana, 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 Indiana, T.E.A.C.H. Early Childhood® is administered by Indiana Association for the Education of Young Children. In FY20, T.E.A.C.H. Early Childhood® Indiana helped 1,152 early education professionals increase their education.

Education

- Recipients on associate degree scholarships completed an average of 12.8 credits per contract.
- Recipients on bachelor's degree scholarships completed an average of 15.25 credit hours.
- T.E.A.C.H. recipients in Indiana completed more than 6,834 credit hours last year.
- The average grade point average (GPA) for a T.E.A.C.H. recipient on an associate degree scholarship was 3.55; the average GPA for a T.E.A.C.H. recipient working on a bachelor's degree was 3.71.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was \$11.50.
- The average increase in earnings for a T.E.A.C.H. recipient on an associate degree scholarship was 8%.
- The average increase in earnings for a T.E.A.C.H. recipient on a bachelor's degree scholarship was 5%.

Retention

- Average retention rate (removing turnover caused by COVID-19) was 97% for associate degree scholarship recipients and was 97% for bachelor's degree scholarship recipients.

Demographics

- 68% of recipients worked with 3-5 year old children.
- 51% of recipients worked with children under 3.
- 22.6% of recipients were women of color and/or Hispanic origin.
- T.E.A.C.H. recipients attended one of the 16 different community colleges or nine universities offering early childhood degree programs in Indiana.

Personal Impact

- In a survey of T.E.A.C.H. recipients, 99% 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, 36,968 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 WAGE\$® 2019-2020 Annual Program Report at tinyurl.com/y6ysy3n6.



FY20 Voices from the Field

“My name is Tina and I have always had a love for children. I started out babysitting as a teenager. I tried other jobs, but the one I always went back to was taking care of children. After getting married and moving to Alaska I provided child care out of our home while raising our children. I had a desire to learn more about child development and got some training through the Air Force licensing agency.

“Nine years down the road our family moved back to Indiana. Once my children started school I got a job at a local child care center. I enjoyed the children, but missed being home and did not feel comfortable with the way things were managed there. So I decided to try running a child care out of our home. I had a hard time filling spots at first, but in time I did. I felt that the children and I needed more than just me babysitting and decided to start teaching preschool classes. Eventually I got my home child care license and my program really took off. However, I still felt there was room for improvement and found resources online to help with that. Soon more opportunities arose, I was introduced to the Paths to QUALITY™ program and I went from a level one provider to a level three provider in a short bit of time. This helped me improve the quality of my program. I also signed up for the USDA food program, which taught me how to provide healthy, nutritious meals and snacks.

“The following year I was informed by my licensing consultant that I was required to get my CDA and there was a program called T.E.A.C.H. Early Childhood® INDIANA that would help pay for my college courses (2009). So, I began my educational journey. I was assigned a T.E.A.C.H. advisor and started the process. My first class was Introduction to Early Childhood Education and for that class I was hooked!

“I loved going to school, learning, and interacting with my peers and my teachers. My first teacher is one I will never forget. Her name was Dr. Sandra Duncan and she was amazing! She ended up being my teacher for three more classes and became a mentor. I did very well in my classes and loved what I was learning and how it helped me to make improvements in my child care program. After receiving my CDA I wanted to learn more and my husband and my mentor, Dr. Duncan, both encouraged me to go for my Associate Degree in Early Childhood Education. So once again I turned to my T.E.A.C.H. advisor and was guided through the process of getting my scholarship. In May 2016 I received my associate degree! After that I decided to continue my education and get my bachelor’s degree, which I received this month (August 2020). I graduated Magna Cum Laude. I am very proud of that. My educational journey has been so rewarding. I have improved the quality of my child care and preschool program. Looking back on how I used to run it and how I used to teach, I can see what a difference getting my education has made in my life. I also remember always having this dream of going to college and getting a degree in education and thinking I just cannot afford it and I am not sure I am smart enough. All my T.E.A.C.H. advisors have always been so helpful with guidance in my choices, making sure I got my documents in on time, and words of encouragement. The T.E.A.C.H. scholarship opened up so many doors for me; it not only gave me the opportunity to get the education I desired, it gave me strength and courage. It gave me confidence and taught me I could do anything I set my mind to.”

Tina Bachan, Family Child Care Home Owner, Lake County, IN