# TEACH Early Childhood® Indiana

## FY24 RESULTS

From birth to age eight a child's brain is developing faster than at any other time in their life. The experiences a child has in those first eight years provide a foundation for their future. Children who receive high quality early learning experiences are more likely to live healthier lives, earn higher wages and contribute to society.

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 TEACH 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 TEACH 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, **Indiana Association for the Education of Young Children** administers the TEACH Early Childhood® Program. In FY24, the program helped **1,410** early education professionals increase their education. TEACH recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **44,811** of Indiana's children were cared for in settings who participated in TEACH.

### EDUCATION

- Recipients on associate degree scholarships completed an average of **16** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **19** credits per contract.
- Recipients in Indiana completed more than **11,613** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.43.**
- The average GPA for a recipient on a bachelor's degree scholarship was **3.57.**

### COMPENSATION

- The average hourly wage of a teacher on a TEACH scholarship was **$16.16.**
- The average increase in earnings for a recipient on an associate degree scholarship was **15%.**
- The average increase in earnings for a recipient on a bachelor's degree scholarship was **12%.**

### RETENTION

- For associate degree scholarship recipients, the average retention rate was **98%.**
- For bachelor's degree scholarship recipients, the average retention rate was **97%.**

### DEMOGRAPHICS

- **48.9%** of recipients worked with 3-5-year-old children.
- **50.9%** of recipients worked with children less than 3 years old.
- **31.7%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **15** community colleges or **10** universities offering early childhood degree programs in Indiana.

### PERSONAL IMPACT

- In a survey of recipients, **99%** said they would recommend TEACH to their peers, and **99%** of their employers would recommend TEACH.

The TEACH Early Childhood® Program 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 TEACH Early Childhood® and Child Care WAGE$® 2023-2024 Annual National Program Report.

Indiana Association for the Education of Young Children (INAEYC)
2955 North Meridian St., Ste. 120, Indianapolis, IN 46208
317-356-6884
inaeyc.org/programs/teach/

# TEACH Early Childhood® Indiana

## FY24 VOICES FROM THE FIELD

***Agustina Harvey, TEACH Graduate***

When I was 16, I shared my life long aspiration to become a preschool teacher with my father, but he discouraged me, believing that it would not lead to success. Despite studying administration, as he desired, I still wanted to pursue teaching and attain higher education.

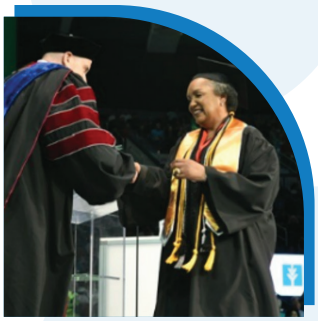
Even after getting married and having children, I still yearned for more fulfillment professionally.

As my children grew, I had more time and volunteered at a bilingual preschool. I enjoyed seeing those little faces and helping them reach milestones, this motivated me to pursue my career. I accepted the opportunity to obtain a bilingual CDA. After a few years as a preschool teacher, I felt the need to further my education. With the encouragement of my superiors and the assistance of TEACH, I successfully earned my associates degree from Ivy Tech and my bachelor's degree from USI in December, 2023.

Juggling classes and work was stressful, but I persevered. I was the only child in our family to pursue a higher education. I wanted my father to be proud of me and to show him that it's never too late to go back to school.

I wouldn't have been able to afford my classes with my salary alone. The TEACH scholarship allowed me to pursue higher education. I share this wonderful opportunity with my coworkers and encourage them to take advantage of it. I am determined to pursue my Master's in Early Childhood Education. With the assistance of TEACH and the encouragement from my supervisors, I am confident that I can.

In 2022, at 56, I became a college student for the first time. I was unsure of myself but knew it was something I needed to do. NAEYC and the TEACH scholarship were the best parts of my journey. I didn't have to worry about how I would pay for my education and the process was easy. The difficult part was trying to balance everything - work, classes, homework and family. But, I made it, graduating with a 3.77 GPA! Now that I know what I am capable of, I am on to Ball State to receive my Bachelor's degree, and who knows what's next? My goal is to take over the position of Director eventually. I am grateful for the TEACH scholarship and those who helped me navigate these past few years.



***Selena Miller, TEACH Associate Graduate***

***Sherifat Boluwaji, TEACH Graduate***

I am a single mother of two beautiful daughters. My journey to becoming a teacher has been challenging. But my determination and the TEACH scholarship have helped me achieve my dream. A coworker introduced me to TEACH Ms. Nahid provided me with detailed instructions on how to apply, and soon, I was approved for the scholarship. This was a turning point in my life. Balancing work, school and family was no easy feat, but the support from TEACH made it manageable. I was able to focus on my studies and eventually earned my Bachelor of Science in Early Childhood Education. Looking ahead,
I am excited to pursue a Master's degree in Early Childhood Education, with the assistance of the TEACH scholarship. This program has been instrumental in my journey, providing not just financial support but also the encouragement and resources needed to succeed.