

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 Colorado, 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 Colorado, T.E.A.C.H. Early Childhood® is administered by Early Childhood Council Leadership Alliance. In FY19, T.E.A.C.H. Early Childhood® COLORADO helped more than 78 early education professionals in the state increase their education.

Education

- Recipients on associate degree scholarships completed an average of 15.2 credits per contract.
- Recipients on bachelor's degree scholarships completed an average of 17.6 credit hours.
- T.E.A.C.H. recipients in Colorado completed more than 670 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 3.3.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was \$14.54.
- 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 12%.

Retention

- For associate degree scholarship recipients the average retention rate was 97%.
- For bachelor's degree scholarship recipients the average retention rate was 95%.

Demographics

- 72% of recipients worked with 3-5 year old children.
- 21% of recipients worked with children under 3.
- 53% of recipients were women of color and/or Hispanic origin.
- T.E.A.C.H. recipients attended one of the eight different community colleges or six universities offering early childhood degree programs in Colorado.

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 4,482 of Colorado'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

“I am an Infant T.E.A.C.H.er at YWCA Children’s Alley, a non-profit organization that helps many families in the Boulder community. Before T.E.A.C.H., I had lost hope that I could continue my education. My husband and I had accrued a great deal of debt after he lost his job during the 2008 recession. We were working hard to pay it all off, and the last thing I wanted to do was dig us deeper into debt for my college education. My dream to go to college seemed out of reach, and something that only lucky people could attain.



I began working at the YWCA in 2010 as the office manager. I quickly began to value and enjoy providing children with quality care during their precious early years. I took a few classes, so that I could become assistant qualified, and help the teachers when they needed support.

I began to appreciate the development in a child’s early years, and each interaction with the children became more important. It became apparent, that professional development is necessary to become a higher quality educator. Since then, I have taken 10 community college courses with T.E.A.C.H. and am now Director qualified. I am currently continuing on to my next goal of achieving an AA Degree in Early Childhood. Then, God willing, I will go on to pursue a bachelor’s degree.

I want to express my wholehearted gratitude to the funders of the T.E.A.C.H. scholarship! I am so blessed to be able to work around children, and fill their days with kind, warm and nurturing responses. It is such an honor for me to be able to attend college, learn more about early childhood development, and improve my skills as an educator. Thank you for making such a difference in my little life! Every day I work hard to pay it forward in the young lives around me. Your generosity has a ripple effect that goes on and on. By helping me to become a higher quality educator, I in turn, can provide higher quality care, and that affects the little lives. I am forever grateful.”

– Karla Canales, T.E.A.C.H. scholar

“The T.E.A.C.H. Scholarship had a big impact on my personal, educational and professional life. Attempting to complete a college degree full time and continue to work full time is stressful enough; T.E.A.C.H. alleviated the financial stress. I would not be the student I am today without T.E.A.C.H. When I started at Arapahoe Community College, I had no idea what I wanted to study, but as I started working with children and was granted the scholarship, I became a student who knew exactly what her passion was. The scholarship also transformed me into a student with a 4.0 GPA who continues to strive to be the best student I can. In my professional life, I have been able to make connections with the staff at my center along with staff at ECCLA Colorado such as Shannon Hall, who continues to assist me through this process and provides them ways to connect with each other. I have earned promotions and am recognized at my place of work because I have been able to earn this scholarship. I would not be the teacher or student I am today without this scholarship.”

– Tessa Serrano, T.E.A.C.H. scholar

“I am the first in my family to attend college. Growing up in a less privileged community has not only offered financial and academic challenges but has also helped me realize the value of a college education and the value of education as a whole. I am currently attaining my Early Childhood Director Certificate with hopes of eventually becoming a Director of a learning center. The financial assistance you provided will allow me to focus more on my academic success.”

– Cameron Fall, T.E.A.C.H. scholar



“My goal in early education has always been to create a business model that supports school readiness and job creation. As the complexities of early education increase, so does the need to understand quality, compliance and mental health awareness, especially in low-income communities. Having earned a business degree years ago, I knew that in order to have deeper conversations with practitioners, families and business colleagues in my role as an early childhood program owner and director now, it was equally important for me to learn more about early childhood education. The T.E.A.C.H. scholarship allowed just that. The process was seamless, the technical assistance was exceptional, and the overall experience has been life changing.”

– Nathaniel R. Cradle, T.E.A.C.H. scholar

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