

## 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 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 (ECCLA). In FY20, T.E.A.C.H. Early Childhood® Colorado helped 68 early education professionals increase their education.

### Education

- Recipients on associate degree scholarships completed an average of 15.6 credits per contract.
- Recipients on bachelor's degree scholarships completed an average of 16.1 credit hours.
- T.E.A.C.H. recipients in Colorado completed more than 661 credit hours last year.
- The average grade point average (GPA) for a T.E.A.C.H. recipient on an associate degree scholarship was 3.51.
- The average GPA for a T.E.A.C.H. recipient working on a bachelor's degree was 3.66.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was \$14.70.
- The average increase in earnings for a T.E.A.C.H. recipient on an associate degree scholarship was 10%.
- 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 100% for bachelor's degree scholarship recipients.

### Demographics

- 51% of recipients worked with 3-5 year old children.
- 28% of recipients worked with children under 3.
- 60% of recipients were women of color and/or Hispanic origin.
- T.E.A.C.H. recipients attended one of the 14 different community colleges or eight 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 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, 3,143 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 WAGE\$® 2019-2020 Annual Program Report at [tinyurl.com/y6ysy3n6](https://tinyurl.com/y6ysy3n6).



## FY20 Voices from the Field

"I am 27 years old and have been teaching early childhood for 7 years. I have an amazing family that consists of my wife, my little girl, Lily, and myself. Lily is a year old and definitely keeps us on our toes. I live in my hometown where I teach and am finishing my Bachelor's Degree in Early Childhood Education.

"The T.E.A.C.H. scholarship has provided me with an opportunity to finish my degree as a new father. If I had not been selected for this scholarship I do not know if I would have had the resources to continue. Once I finish college I plan to stay in my hometown and teach the children in my community. I aspire to be the best possible example in my community and as a father. I hope to change my students' lives for the better through my work. This would not be possible without the help of the T.E.A.C.H. scholarship. The donors and stakeholders of this program are true heroes who are changing lives."

Jon Martin, T.E.A.C.H. scholar



"In 1995, I had a very busy office job with a lot of stress and high demands. I knew I had to find a job more meaningful and that brought me joy. A neighbor asked me to help babysit their one-year-old a few days a week. Doing so, I realized being with children was my passion. It gave me a reason to get out of bed again, a reason to smile. I became licensed and opened up an in-home child care which I operated for over 10 years. After raising my own three children, I closed and went to work at my local center where I have now been for 11 years.

"Then the world got shut down with COVID! I knew trying to find money to continue my education was going to be a struggle; how could I afford a class when we could not even afford basic necessities? That is where T.E.A.C.H. came in. Because of T.E.A.C.H., I am not only back on track, I am taking classes towards a Bachelor's Degree in ECE. I honestly could not afford to take a class if not for the T.E.A.C.H. scholarship and their support. I am back on track thanks to this amazing opportunity."

S. Grogan, T.E.A.C.H. scholar

"I was a stay at home mother when I was approached by a director who was a friend, as well as a walking partner. She asked if I would be willing to work as a substitute preschool teacher temporarily. That temporary position turned into a career for the last 22 years.

"As a Little Friends Learning Center teacher, I started the career that I love, and it became a mission to take a center that was not accredited or teacher directed to a center that is now play-based and rated with four stars. This process began with many staff members taking trainings and classes together in order to achieve many of the goals set by the director and other outside entities. Being a mother of two school-aged children and working full time, my educational process started out slow and continued slowly. Life threw many crises in to the realm of things, but I kept plugging away. When money became short for the center the schooling process stopped. The school director then connected me with the T.E.A.C.H. scholarship and because of this scholarship I was able to achieve my first goal of obtaining my directors certificate. A few years later I achieved an associate degree in the early education field.

"The T.E.A.C.H. Scholarship is a very important scholarship because I would not have been able to afford to go through this educational process without the financial support. The accountability associated with this scholarship is important to all parties. This scholarship has helped me achieve educational goals and offered emotional growth where I now know I can achieve what I set for myself."

Victoria Torres, T.E.A.C.H. graduate

