

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 Rhode Island, 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 Rhode Island, T.E.A.C.H. Early Childhood® is administered by Rhode Island Association for the Education of Young Children. In FY19, T.E.A.C.H. Early Childhood® RHODE ISLAND helped more than 101 early education professionals in the state increase their education.

Education

- Recipients on associate degree scholarships completed an average of 11.9 credits per contract.
- Recipients on bachelor's degree scholarships completed an average of 15.4 credit hours.
- T.E.A.C.H. recipients in Rhode Island completed more than 529 credit hours last year.
- The average grade point average (GPA) for a T.E.A.C.H. recipient working on their associate degree was 3.61; the average GPA for a T.E.A.C.H. recipient working on their bachelor's degree was 3.68.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was \$12.99.
- The average increase in earnings for a T.E.A.C.H. recipient on an associate degree scholarship was 9%.
- The average increase in earnings for a T.E.A.C.H. recipient on a bachelor's degree scholarship was 6%.

Retention

- For associate degree scholarship recipients the retention rate was 100%.
- For bachelor's degree scholarship recipients the average retention rate was 87%.

Demographics

- 94% of recipients worked with 3-5 year old children.
- 73% of recipients worked with children under 3.
- 50% of recipients were women of color and/or Hispanic origin.
- T.E.A.C.H. recipients attended the one community college or one university offering early childhood degree programs in Rhode Island.

Personal Impact

- In a survey of T.E.A.C.H. recipients, 97% indicated they would recommend T.E.A.C.H. to their peers; and 92% 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 4,119 of Rhode Island'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/380Xhly>.

FY19 Voices from the Field



Jessica Volquez migrated from the Dominican Republic three years ago knowing very little English. Like many immigrants, Jessica moved to the United States with very little money in her pocket and dreams of a better life for her and for her family. She was hired at the Genesis Center shortly after she arrived to work as an assistant teacher in the toddler classroom. She admits that in the beginning she considered quitting several times due to her inability to communicate with staff and with parents.

Nevertheless, Jessica forged ahead. She loved the children and the families she served and she wanted to grow personally and professionally. This drive to grow did not go unnoticed by her center's leadership. Catherine Green, the center's administrator encouraged Jessica to enroll at the local community college and suggested T.E.A.C.H. as a way to support her education financially.

Despite the financial struggles this community-based program faces on a daily basis (including a flood which damaged their infant and toddler classrooms and costs tens of thousands of dollars in repairs), they are committed to supporting their staff in any way they can. The program is located in the heart of Providence, in one of the lowest income areas of the state. The center receives state subsidies for 95% of the children they enroll. The Genesis Center is currently sponsoring three of their teachers with the T.E.A.C.H. Early Childhood® RHODE ISLAND Program and is fully committed to supporting additional staff. Jessica was awarded a T.E.A.C.H. scholarship this past fall and immediately enrolled at the Community College of Rhode Island. She is currently taking ESL courses and working on improving her English language skills. Jessica is determined to earn a degree in early childhood education and The Genesis Center is determined to help her succeed.



Estefany Ortiz is an immigrant from the Dominican Republic. She's a young mother, a family childcare provider, business owner, student, T.E.A.C.H. scholar and a T.E.A.C.H. sponsor. Estefany has a clear vision for her future. She wants to build a strong educational foundation and financial stability for her son. She also plans to operate her own high-quality child care center in the future.

Running a child care program out of her home and having that as her only source of income means she needs to work regardless of any personal road block she may be facing. This past spring, while she was fully occupied with school and work, her son became ill. Not long after that she learned that her grandmother was ill. Estefany's mother, who at the time, was her only full time assistant, rushed to the Dominican Republic to be by her mother's side. Estefany was faced with the difficult decision to either drop out of school or drop her child care program's enrollment. But her drive is contagious. She eventually decided to reduce her earnings and drop one of her classes in order to complete her semester.

Estefany is not only committed to her own professional and educational growth, she's determined to support her staff as well. One of her assistants, Estefany's mother, is in the process of attaining her CDA Credential and has applied for a T.E.A.C.H. scholarship to cover the costs of her assessment fee. Estefany recently hired an additional assistant and pledged to sponsor her as she completes her last year of college. It is important to note that her assistant accepted the assistant job with Estefany's family childcare program over another position at an established center-based program because the latter was not willing to sponsor a T.E.A.C.H. scholarship.

Estefany is the very definition of a T.E.A.C.H. scholar - resilient, determined, hardworking and passionate about working with children. She currently has an overall 4.0 grade point average and was recently selected by Rhode Island College to the National Society of Leadership and Success.