

FY22 Results

Before first 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 creates 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 \$15 an hour. The T.E.A.C.H. 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 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, the **Rhode Island Association for the Education of Young Children** administers the T.E.A.C.H. Early Childhood® Program. In FY22, the program helped **104** early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, **2,962** of Rhode Island's children were cared for in settings who participated in T.E.A.C.H.

Education

- Recipients on associate degree scholarships completed an average of **15** credits per contract.
- Recipients on bachelor's degree scholarships completed an average of **18** credits per contract.
- Recipients in Rhode Island completed more than **820** credit hours.
- The average grade point average (GPA) for a recipient on an associate degree scholarship was **3.48**.
- The average GPA for a recipient on a bachelor's degree scholarship was **3.6**.

Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$15.40**.
- The average increase in earnings for a recipient on an associate degree scholarship was **14%**.
- 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 **92%**.

Demographics

- **94.2%** of recipients worked with 3-5-year-old children.
- **78.8%** of recipients worked with children less than 3 years old.
- **69.2%** of recipients were people of color and/or Latinx, and an overwhelming majority of all recipients were women.
- Recipients attended one of **1** community college or **2** universities offering early childhood degree programs in Rhode Island.

Personal Impact

- In a survey of recipients, **97%** said they would recommend T.E.A.C.H. to their peers, and **95%** of their employers would recommend T.E.A.C.H.

The T.E.A.C.H. 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 T.E.A.C.H. Early Childhood® and Child Care WAGES® 2021-2022 Annual National Program Report.



Hilda Serrano is a family child care provider from Providence, Rhode Island. She has been serving the children and families of her community for 21 years and her program has consistently maintained a high quality rating while participating in the state's Quality Rating and Improvement System (QRIS.) Over the years, Hilda has worked to support other family child care providers, either through mentorship or professional development.

Before her participation in the T.E.A.C.H. Early Childhood® Scholarship Program, Hilda had been contemplating the idea of going beyond the associate degree she had earned at the Community College of Rhode Island. However, like most adult learners, she was apprehensive about going back to school. The T.E.A.C.H. staff and her QRIS Navigator encouraged her to take the leap of faith and apply to Rhode Island College. For the past two years, Hilda has demonstrated that you can take that leap of faith and accomplish your goal with tenacity, hard work and belief. She is the definition of a role model to her family, her peers, the families and children she serves.

Earlier this year, Hilda approached the T.E.A.C.H. staff for help as she was approaching her Spring 2022 Field Experience class. Hilda wanted to utilize her workplace as her field placement, but she needed a field placement supervisor, someone who could review her goals, observe, evaluate her two times per semester and serve as a resource when needed. Hilda did not know any qualified individual to fulfill this particular role. The T.E.A.C.H. team worked diligently to figure out a way to support Hilda with this predicament. Eventually, the T.E.A.C.H. staff was able to pair Hilda with an RIAEYC staff member, a QRIS program assessor and former educator who went above and beyond to provide the field placement support Hilda needed. After the semester was complete, Hilda reached out to the T.E.A.C.H. staff express her appreciation and to let them know she had earned an A in the class. According to Hilda, she was also "grateful for the connection, for the mentorship and the feedback" she received. This level of support was certainly a first for the T.E.A.C.H. staff, yet it demonstrates the commitment and support the T.E.A.C.H. Early Childhood® Program is rooted on.

Carmen Soares has been an early childhood educator for more than 30 years. She spent five of those years educating and caring for children at Mount Hope Learning Center in Providence, Rhode Island. She is currently a Pre-K lead teacher. When her supervisor approached her with the idea of going back to school and explained the T.E.A.C.H. Early Childhood® Scholarship program, Carmen found it to be the perfect opportunity to create a plan and finally get serious about completing her associate degree. Carmen became a T.E.A.C.H. scholarship recipient in 2018. According to Carmen, "I was given the opportunity to complete my degree without having to worry about a student loan debt. At the end of it all, at my age, a student loan debt was not an option." The road has not been easy, but Carmen is a strong, determined woman. She believes that the program has given her the opportunity to earn her degree and follow her throughout with texts, emails and phone calls to help her "stay motivated and stay on target." Carmen is scheduled to graduate from Community College of Rhode Island at the end of the Spring 2023 semester.



Rhode Island Association for the Education of Young Children
535 Centerville Road, Suite 301
Warwick, RI 02886
401-739-6100
teach-ri.org