

FY16 Results

Before first grade, a child may spend over 10,000 hours in child care. Research tells us that children enrolled in a good 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 teacher education and compensation. But in Delaware, insufficient early educators have higher education degrees and many earn less than \$10 an hour. The T.E.A.C.H. Early Childhood® Project awards educational scholarships to early education professionals in an effort to address the key issues of under-education, poor compensation and high turnover within the early education workforce. All T.E.A.C.H. Early Childhood® scholarships link increasing educational levels with increased compensation and retention. Scholarship recipients and their sponsoring early care and education programs share in the cost.

In Delaware, T.E.A.C.H. Early Childhood® is administered by the Delaware Association for the Education of Young Children. In FY16, T.E.A.C.H. Early Childhood® Delaware helped 185 early education professionals in the state increase their education.

Education

Recipients on associate degree scholarships completed an average of 10.3 credits per contract. Recipients on bachelor's degree scholarships completed an average of 15.6 credit hours. T.E.A.C.H. recipients in Delaware completed over 2,253 credit hours last year. The average grade point average for a T.E.A.C.H. recipient working on their associate degree was 3.06; the average GPA for a T.E.A.C.H. recipient working on their bachelor's degree was 3.53.

Compensation

The average hourly wage of a teacher on a T.E.A.C.H. scholarship was \$11.37. 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 4%.

Retention

For associate degree scholarship recipients the average turnover rate was 9%. For bachelor's degree scholarship recipients the average turnover rate was 4%.

Demographics

32.4% of recipients worked with 3-5 year old children.
45.4% of recipients worked with children under 2.
53% of recipients were women of color and/or of Hispanic origin.
6.5% of recipients were of Hispanic origin.
T.E.A.C.H. recipients attended the 1 community college or 2 universities offering early childhood degree programs in Delaware.

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 98% 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 national turnover rates of 30-40%. This year alone 9,892 of Delaware's children benefitted from consistent care provided by a better-educated teacher.

The T.E.A.C.H. Early Childhood® Project continues to be 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\$® FY 2016 Annual Program Report: <http://teachecnationalcenter.org/wp-content/uploads/2016/11/T.E.A.C.H.-and-WAGE-2016-Annual-Program-Report-e-version.pdf>

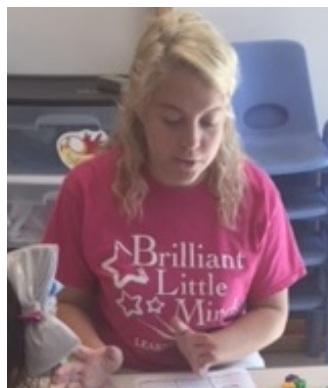
Voices from the Field

Mary Waters, a licensed Family Child Care provider in rural Hartly, began her journey with T.E.A.C.H. about 3 1/2 years ago. She began working on her Associate Degree in ECE and is now working to complete her ECE Bachelor Degree in the next year. She has successfully completed 89 college credit hours, maintaining a 4.0 GPA! She also recently achieved Star 5 with Delaware's QRIS system, Delaware Stars.

"I am convinced that without T.E.A.C.H. I would not be where I am today; I am not only closer to earning my college degree, but I have also advanced in my career. Continuing my education is something I truly value! The children I care for directly benefit from the education I receive and the confidence that I have gained. I strive to have meaningful interactions that are genuine so that my children know they are valued and loved."

Mary was approached by T.E.A.C.H. to tutor other students who needed help and accepted. She has helped three different students with their math classes. One student that she worked with over the phone said that Mary helped her more than the tutors at the college. "It makes me feel good to help others and be able to share what I have learned."

Mary has worked hard to balance her school and work as well as family life. Mary is a very proud wife to her husband of 18 years, and mother to her 3 children ages 5-13. She continues to set great examples for them and her oldest daughter who has been inducted into the National Junior Honor Society because she has maintained straight A's and has volunteered in the community, "I am so proud of her accomplishments. One thing that she witnesses is the struggle for me to balance work, home, family, and school; this is why she has decided to go to college and get her degree right after high school!"



Madden Elentrio is a teacher at Brilliant Little Minds Learning Academy (BLM), a licensed child care center in Middletown. This facility has the highest 5 Star rating from Delaware's QRIS system, Delaware Stars. It has a capacity of 165 children and cares for all age groups. Since 2011, BLM has sponsored 16 staff members to participate in the T.E.A.C.H. scholarship program. Currently three staff members are pursuing their Associate degrees in early childhood education (ECE) and three more are working on their ECE Bachelor degrees.

Madden is the first staff member who participated in T.E.A.C.H. program at this Center to successfully complete her Associate degree from Delaware Technical and Community College in Early Childhood Education. She started her academic journey in the Fall 2013 and graduated in Summer 2016. Without missing a beat, Madden enrolled in Wilmington University's ECE Bachelor Degree program and started taking courses in Fall 2016. Madden is setting a great example for her fellow staff members at BLM and is showing them that obtaining a degree while working is possible. She is also setting the stage for a great ECE career.

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