



2019 ANNUAL REPORT

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A STRONG 20-YEAR RUN



T.E.A.C.H. Early Childhood® WISCONSIN celebrated its twentieth anniversary in 2019.

Since its inception, our program has provided more than 16,300 higher education scholarships to over 9,000 professionals who work in regulated early childhood and school-age programs. We maintain strong collaborative partnerships with our higher education institutes to improve existing articulations and innovative practices in teaching and learning. We continue to be on the frontline of advocacy efforts to support worthy wages and the perception of the work of educating and caring for young children.

We continue to work with our state partners and local agencies on initiatives to improve access, quality, and the sustainability of the early care and education system; a strong 20-year history indeed.

a year's overview

WHERE WE ARE NOW



Education

The tenacity and resilience of our recipients continue to inspire us all. Recipients on associate degree scholarships completed an average of **17.7 credits per contract**. Recipients on bachelor's degree scholarships completed an average of **23.8 credit hours**. T.E.A.C.H. recipients in Wisconsin completed more than **8,447 credit hours** last year. Despite the demands of life, work, and school, our recipients continue to excel in their courses.

The average grade point average (GPA) for a T.E.A.C.H. recipient working on their associate degree was **3.54**; the average GPA for a T.E.A.C.H. recipient working on their bachelor's degree was **3.66**.

Compensation

Increasing compensation for scholars is one of the cornerstones of the T.E.A.C.H. scholarship program. Each of our associate, bachelor and credential contract includes a bonus from T.E.A.C.H. and a raise or bonus from the program upon successful completion. The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$11.96**. The average increase in earnings for a recipient on an associate degree scholarship was **7%**. The average increase in earnings for a recipient on a bachelor's degree scholarship was **6%**.

We understand there is much work to be done to ensure that early educators earn livable wages. In 2019, we actively participated in *Power to the Profession*, a national collaboration to define the profession by establishing a unified framework for career pathways, knowledge, and competencies, qualifications, standards, and compensation. We also actively participated in a planning grant from the Pritzker Children's Initiative to develop a policy agenda to expand the availability of high-quality infant and toddler care and education. We continue to seek the engagement of our recipients and sponsors and continually invite them to share their stories because our policymakers need to hear that those educating our children deserve livable wages.

95%

*the average retention rate for an
associate degree scholarship
recipients.*



92%

*the average retention rate for
bachelor's degree scholarship
recipients.*



DEMOGRAPHICS

46%

of recipients worked with 3-5 year -old children.

59%

of recipients worked with children under 3.

35%

of recipients were women of color and/or Hispanic origin.

T.E.A.C.H. recipients attended

16 *different community colleges*

17 *universities*

offering early childhood degree programs in Wisconsin.



RECIPIENT & SPONSOR SATISFACTION

Recipient and Sponsor Satisfaction

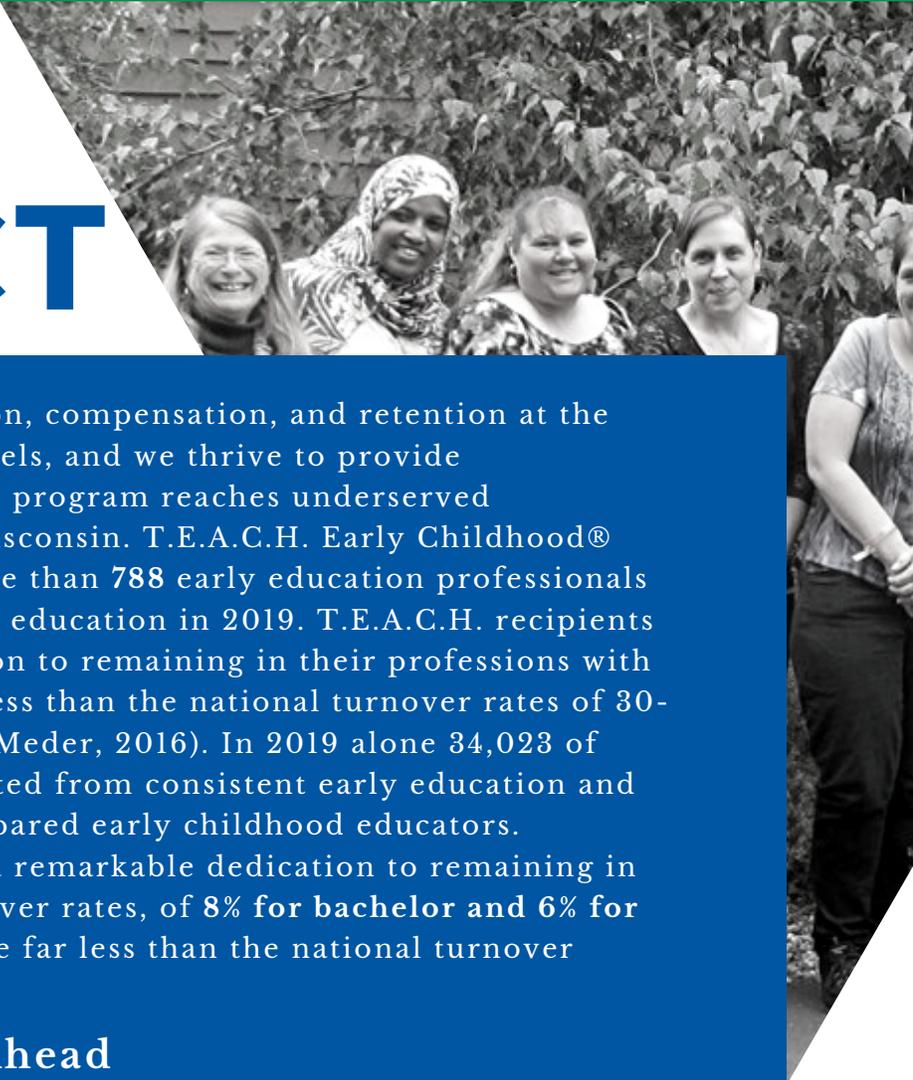
We understand that the success of our program heavily depends on strong collaborations, trusting, and responsive relationships with all our stakeholders including higher education institutes, state and local partners and organizations.

In our annual survey of T.E.A.C.H. recipients, **97%** indicated they would recommend T.E.A.C.H. to their peers and **95%** of their employers would recommend T.E.A.C.H.



a year's overview

IMPACT



We continue to put education, compensation, and retention at the heart of all scholarship models, and we thrive to provide enhancements to ensure our program reaches underserved communities throughout Wisconsin. T.E.A.C.H. Early Childhood@WISCONSIN supported more than **788** early education professionals in the state to increase their education in 2019. T.E.A.C.H. recipients show a remarkable dedication to remaining in their professions with turnover rates that are far less than the national turnover rates of 30-40% (Dresser, Rodriguez, & Meder, 2016). In 2019 alone 34,023 of Wisconsin's children benefited from consistent early education and care provided by better prepared early childhood educators. T.E.A.C.H. recipients show a remarkable dedication to remaining in their professions with turnover rates, of **8% for bachelor and 6% for associate recipients**, that are far less than the national turnover rates of 30-40%.

A Brighter Future Ahead

In December of 2019, we received a grant from the Alliance for Early Success to implement a new grassroots advocacy strategy. We recruited a cohort of 25 early childhood educators including former recipients from across the state to learn how to advocate and then to share voices from the field in a number of advocacy opportunities. We also received additional funding from the WI Department of Children and Families and are looking forward to eliminating our waitlist once for all.

Though established, we continually challenge ourselves to stay relevant to the needs of the workforce. We continually reflect on our processes, policies and procedures, and daily practices. We asked ourselves key questions around equitable access and affordability on a regular basis. Our goal is to ensure our program is responsive and accountable. And, now more than ever, we are committed to ensuring early educators have the opportunity to attain an excellent and affordable education and supporting innovative practices in higher education. We are also looking forward to a promising 2020.



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