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 the education and compensation of early educators. In Washington, DC, 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 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.


### FY18 Results

**Education**
- Recipients on associate degree scholarships completed an average of 13.5 credits per contract.
- Recipients on bachelor’s degree scholarships completed an average of 13.1 credit hours.
- T.E.A.C.H. recipients in Washington, DC completed over 768 credit hours last year.
- The average grade point average for a T.E.A.C.H. recipient working on her associate degree was 3.09; the average GPA for a T.E.A.C.H. recipient working on her bachelor’s degree was 3.37.

**Compensation**
- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was $14.75.
- 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 5%.

**Retention**
- For associate degree scholarship recipients the retention rate was 100%.
- For bachelor’s degree scholarship recipients the retention rate was 100%.

**Demographics**
- 75% of recipients worked with 3-5 year old children.
- 27% of recipients worked with children under 3.
- 85% of recipients were women of color and/or Hispanic origin.
- T.E.A.C.H. recipients attended one of the 5 different community colleges or 4 universities offering early childhood degree programs in Washington, DC.

**Personal Impact**
- In a survey of T.E.A.C.H. recipients, 96% 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, 4,037 of Washington, DC’s children benefitted from consistent early education and care provided by better prepared early childhood educators.

Over a year ago, Ashley Ross and her sister, Kristin Ross learned from their center director at Mildred and Jess Fisher Early Childhood Center about the new education requirements for early childhood educators in Washington, DC. Ashley and Kristin will soon be required to attain Associate Degrees in Early Childhood Education to meet new licensing requirements and maintain their positions as teachers. Both educators were concerned about the financial and time commitments required to earn college degrees, until they learned about the T.E.A.C.H. scholarship program.

“The T.E.A.C.H. DC scholarship program covers 90% of our tuition and books, and the program provides us with release time to ensure that we have an adequate amount of time to study for school. In addition to the financial supports T.E.A.C.H. provides, we are also a part of a cohort, which allows us to take 49% of our coursework at our sponsoring center. T.E.A.C.H. has played an integral role in helping us to continue our education. We have maintained a 3.0 GPA and will be graduating with our associate degrees soon.” – Ashley Ross and Kristin Ross, T.E.A.C.H. Scholars

In 2013, Shakia Walker entered an Early Childhood Education Associate Degree program at Trinity Washington University. During her “freshman” year at Trinity, Shakia learned about T.E.A.C.H. from the National Black Child Development Institute (NBCDI) at a recruitment session hosted by her employer, the Southeast Children’s Fund.

“When I started school in 2013, I realized that the T.E.A.C.H program was more convenient because classes were being offered at Trinity at THEARC – Town Hall Education Arts Recreation Campus, which was much easier than going to the Trinity campus in Northeast Washington, DC. I finished with my Associate Degree in Early Childhood Education from Trinity in May 2017 and was promoted to center director. I then decided to move forward and get my bachelor’s degree. The tuition assistance and book reimbursement provided by T.E.A.C.H. have been extremely helpful. The support provided by the T.E.A.C.H.-DC program has allowed me to work, be a mother, and the director of an early childhood center.” – Shakia Walker, T.E.A.C.H. Scholar

NBCDI staff has been proud to witness Shakia overcome many challenges. She has identified T.E.A.C.H. as an essential part of the “circle of support” that motivates her to accomplish her goals.