

## T.E.A.C.H. Early Childhood® Rhode Island FY21 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**, T.E.A.C.H. Early Childhood® is administered by **Rhode Island Association for the Education of Young Children**. In FY21, T.E.A.C.H. Early Childhood® Rhode Island helped **107** early education professionals increase their education.

### 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 **17.3** credits per contract.
- T.E.A.C.H. recipients in Rhode Island completed more than **697** credit hours.
- The average grade point average (GPA) for a T.E.A.C.H. recipient on an associate degree scholarship was **3.6**.
- The average GPA for a T.E.A.C.H. recipient on a bachelor's degree scholarship was **3.82**.

### Compensation

- The average hourly wage of a teacher on a T.E.A.C.H. scholarship was **\$14.36**.
- The average increase in earnings for a T.E.A.C.H. recipient on an associate degree scholarship was **12%**.
- The average increase in earnings for a T.E.A.C.H. recipient on a bachelor's degree scholarship was **10%**.

### Retention (removing turnover caused by COVID-19)

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

### Demographics

- **91%** of recipients worked with 3-5-year-old children.
- **76%** of recipients worked with children less than 3 years old.
- **67%** of recipients were people of color and/or Latinx.
- T.E.A.C.H. recipients attended the **1** community college or **2** universities offering early childhood degree programs in Rhode Island.

### Personal Impact

In a survey of T.E.A.C.H. recipients, **100%** said they would recommend T.E.A.C.H. to their peers, and **93%** 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 far less than the national turnover rates of 30-40%. This year alone, **2,670** 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 WAGE\$® 2020-2021 [Annual Program Report](#).





## **T.E.A.C.H. Early Childhood® Rhode Island** **FY21 Voices From the Field**



Beatriz Burgos has been a T.E.A.C.H. scholarship recipient since January 2020. She works as a preschool teacher at Love 4 All Learning Center in an urban, low-income section of Providence, Rhode Island. When Beatriz learned about an opportunity to earn her associate degree without the need of student loans and without having to face financial strains for her family, she jumped at the opportunity head on. She immediately sat down with her employer and asked for her support. Her employer agreed and the rest is history. Over the past two years, T.E.A.C.H. Early Childhood® Rhode Island has gotten to know Beatriz well. Beatriz takes pride in her work, whether at school or in her classroom.

Beatriz is outspoken and strong. Therefore, it wasn't surprising that Beatriz was the first to reply when the T.E.A.C.H. RI team emailed current scholarship recipients about submitting written testimony to [RI legislators] in support of proposed legislation to address the low wages of our Rhode Island early childhood educators. Beatriz went on to speak at a virtual event hosted by the Right from the Start Campaign RIAEYC and T.E.A.C.H. RI are involved in. Beatriz went on to speak about her own experiences as a preschool teacher and a proud mom of four.

Her story was honest and moving. According to Beatriz, "My education has always been a priority. Being a mom, teacher and a student consists of a big schedule. This job has always been my dream but unfortunately it is not enough. I feel that we deserve a better salary especially because our job requires a lot; we prepare lesson plans, individualized goals and assessments for our children. We give children a jumpstart. We prepare them for their next step, which is kindergarten and their future education steps. We also spend more than eight hours a day taking care of them, keeping them safe and healthy. Most of us have families, are single parents and have other responsibilities. My story is one of many early childhood educators in Rhode Island and we deserve worthy wages."



Lourdes Ureña has been a family child care provider in Rhode Island for 23 years. Her participation with T.E.A.C.H. Early Childhood® Rhode Island began four years ago when her mentor from the Community College of Rhode Island encouraged her to continue with school beyond a 12-credit certificate she earned through the college. Lourdes' English proficiency is a work in progress, but that did not stop her from continuing to seek her educational goals. A year later, Lourdes learned of an opportunity at Rhode Island College to participate in a bilingual Infant/Toddler Certificate Pilot. The classes were also offered in a cohort setting that she shared with other family child care providers. Most importantly, T.E.A.C.H. RI was offering scholarships to qualified individuals so the financial incentive to participate was significant. Lourdes excelled in the bilingual Infant/Toddler Certificate Pilot, earning mostly As and a B+.

She earned her Infant/Toddler Certificate at Rhode Island College, and she went back to the Community College of Rhode Island where she continues to work on completing an Associate Degree in Early Childhood Education. Her educational experience and high-quality programming recently qualified her for a significant rating increase and the recognition from many in our state, including T.E.A.C.H. Early Childhood® Rhode Island.

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