

T.E.A.C.H. Early Childhood®

Iowa

A Program of Iowa Association for the Education of Young Children



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Annual Report 2023



Four Core Components of T.E.A.C.H. & WAGE\$



Education

Together, the programs create access to flexible, affordable higher education.



Compensation

T.E.A.C.H. provides a compensation increase in the form of a raise or bonus upon successful completion of a one-year contract. WAGE\$ provides bonuses based on the level of college education.



Retention

Through incentives, T.E.A.C.H. and WAGE\$ promote workforce sustainability and retention by requiring a commitment to their employing programs.



Counseling

Participants receive individualized counseling support at the level at which they need it. Supports include professional development planning, navigating college systems, and addressing challenges to success.

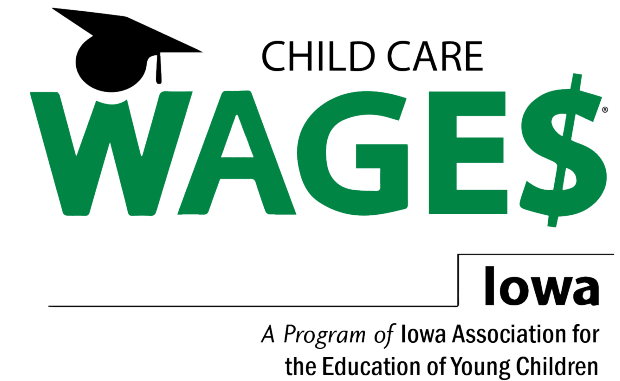


The T.E.A.C.H. Early Childhood® Iowa program is part of a comprehensive national strategy that provides teacher education and compensation to lowans who work with children birth to five years old. By promoting higher education, T.E.A.C.H. is helping to establish a well-qualified, fairly-compensated, and stable workforce.

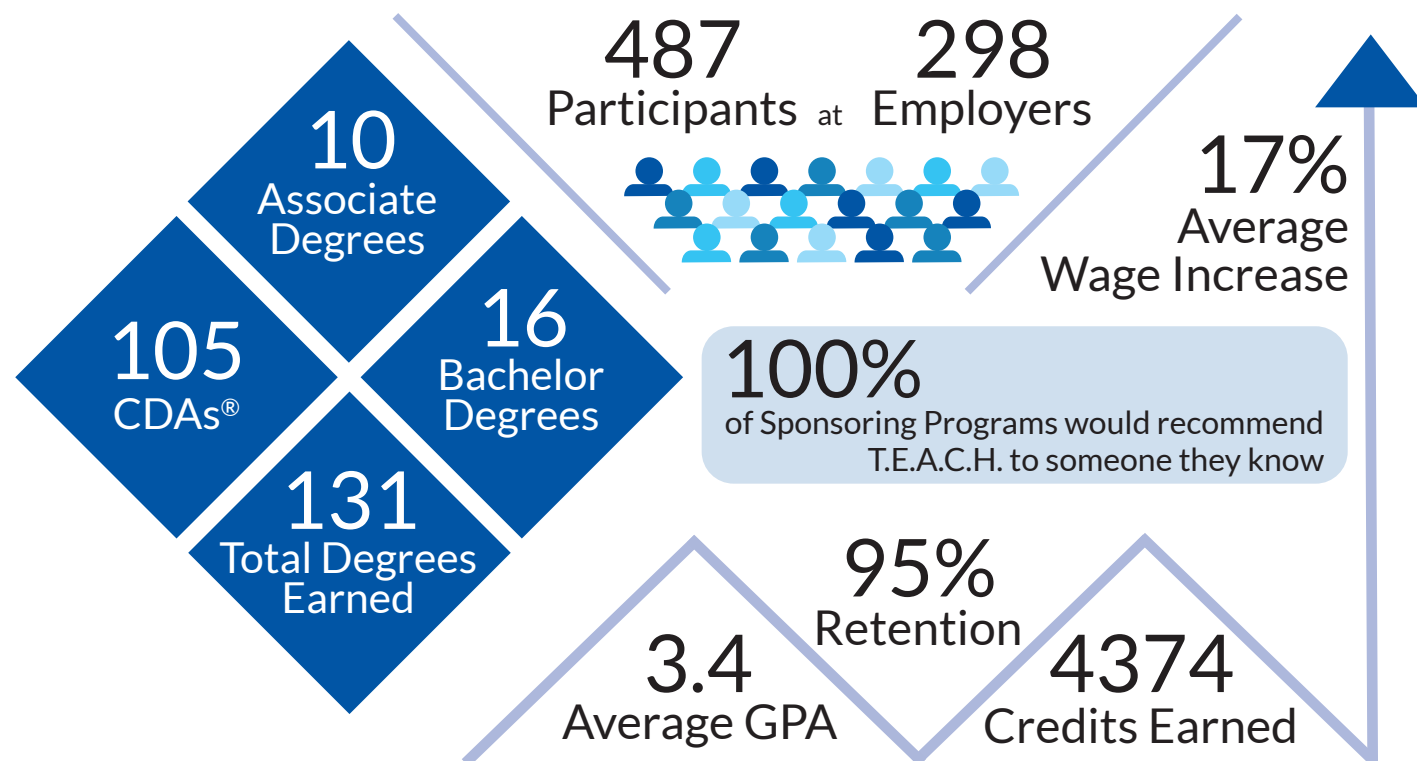
Through the right combination of economic and social support, T.E.A.C.H. helps early educators succeed. It demonstrates that through professional development, Iowa's young children benefit with better qualified, diverse teachers who stay in their classrooms and in the field.

Child Care WAGE\$® Iowa provides education-based financial stipends to those in the early care and education workforce in order to improve retention, compensation, and education levels of those working with children ages birth to five years old.

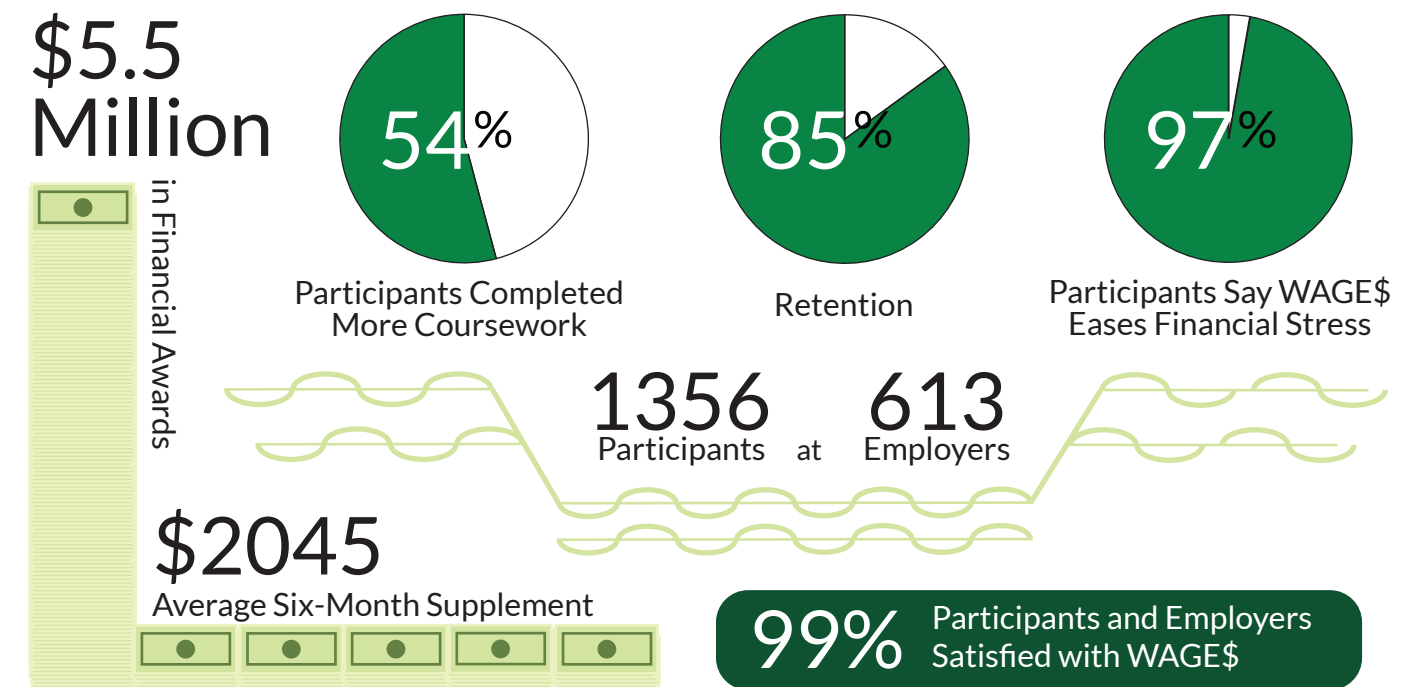
WAGE\$ is more than just a salary supplement. In addition to those participating in the program, WAGE\$ also serves as an incentive for other staff at qualifying programs to consider increasing their education level and for programs not yet eligible to take steps to increase their level of quality and/or begin serving low-income children.



FY23 T.E.A.C.H. Outcomes



FY23 WAGE\$ Outcomes





In October, early care and education professionals from around the state gathered together to celebrate the 20th anniversary of T.E.A.C.H. Early Childhood® Iowa. We shared stories, data, conversation, laughs, and even a few tears as we remembered the impact that this program has had on thousands of educators and children over the last 20 years. Below is some data from the last 20 years combined.

Here's to 20 more years!

10% Average Annual Wage Increase

95% Average Retention

182,515 Number of Children Positively Impacted

3.6 Average GPA

3249 Total Number of Participants

Number of Credentials & Degrees Earned Total: 2033



WAGE\$ Supplement Scale

Level	Level of Education (must have at least one of the following)	Annual Supplement (QRS/IQ4K® 1-2)	Annual Supplement (QRS/IQ4K® 3-5)
10	· Master's or Doctorate plus or including 24 EC credits · Bachelor's Degree w/ Teaching License and EC Endorsement	\$5,250	\$9,200
9	· Master's or Doctorate plus or including 18 EC credits · Bachelor's Degree plus or including 24 EC credits	\$4,350	\$7,600
8	· Master's or Doctorate plus or including 9 EC credits · Bachelor's Degree plus or including 15 EC credits	\$3,450	\$6,050
7	· Associate's Degree plus or including 24 EC credits · Master's or Doctorate (less than 9 EC credits) * · Bachelor's Degree (less than 15 EC credits) * · 90 credits toward a Bachelor's Degree plus or including 24 EC credits *	\$2,700	\$4,750
6	· Associate's Degree plus or including 12 EC credits * · 60 general education credits plus or including 18 EC credits *	\$2,100	\$3,700
5	· Early Childhood Community College Diploma * · 36 general education credits plus or including 12 EC credits * · Associate's Degree (less than 12 EC credits) *	\$1,650	\$2,900
4	· 24 general education credits plus or including 6 EC credits *	\$1,200	\$2,100
3	· 12 EC college credits (could be part of a CDA® Credential, Apprenticeship, Community College EC Certificate) *	\$750	\$1,300
2	· Active CDA® Credential (earned with less than 12 college credits) *	\$525	\$900
1	· High School Diploma and training not for college credit	N/A	N/A

Note: * indicates temporary level of education. Providers must move to a higher level within two years to retain eligibility.



Since receiving her first WAGE\$ check in 2016, Marilyn has received a total of \$10,737 in WAGE\$ stipends. This has allowed her to pay off medical bills, update her air conditioning and furnace, and buy books and toys for her classroom.

"The center is my second home and always will be."

Marilyn Babcock
WAGE\$ Participant

Funder Acknowledgment

Gratitude and appreciation to our supporters working toward equitable access to higher education, better compensation, and employment stability. We thank them for their support.

2023 Advisory Committee Members

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Vine Street Child Care

Tessa Amato

Child Care Resource & Referral

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Iowa House of Representatives

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JMP ECI Director

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First Children's Finance

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AEA Online

Amanda Winslow

Early Childhood Iowa, Division of Family Well-Being and Protection

Gloria Witzberger

Linn County Child Development Director

2023 T.E.A.C.H. Funding Partners

- Iowa Department of Health and Human Services
- Early Childhood Iowa
- Polk County Early Childhood Iowa
- United Way of Central Iowa

2023 WAGE\$ Funding Partner

- Iowa Department of Health and Human Services



Iowa Association for the
Education of Young Children

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T.E.A.C.H. Early Childhood® Iowa and Child Care WAGE\$® Iowa are licensed programs of the Child Care Services Association, and are administered by the Iowa Association for the Education of Young Children.