


T.E.A.C.H. Scholarship Program



Annual Report 2021-2022



Brain research
shows that 90%
of a child's brain
develops before
the age of five.

**Yet, early childhood educators typically have low
levels of education and earn very low wages.**



Teacher Education And Compensation Helps

T.E.A.C.H.

Early Childhood® Pennsylvania Scholarship Program offers early learning professionals a debt-free college education, supporting them while they work to become stronger teachers and earn thriving wages.

In addition to significant financial support, T.E.A.C.H. provides each participant a counselor to help them navigate challenges in their personal life, career, or at school. T.E.A.C.H. is a shared investment between the scholarship recipient, the employer, and T.E.A.C.H. funders.

Employers pay a portion of tuition, provide paid release time for classes and coursework, and issue a stipend or raise at the end of each program year. In return, T.E.A.C.H. scholars commit to working for their employer at least one year after graduation, creating a more stable workforce.



A Multi-generational Impact

Nearly all T.E.A.C.H. scholars are women and almost half are women of color. Many are raising children on their own. Half are first-generation college students—increasing the likelihood that their own children will go to college.

By building a more educated workforce, T.E.A.C.H. raises the quality of care and education that scholars provide to children in their care—ensuring that the next generation is ready to learn when they enter elementary school.

Sustaining the Workforce During the Pandemic

The COVID-19 pandemic exacerbated Pennsylvania's longstanding child care staffing crisis, as many early educators left the field because of low wages and lack of benefits. T.E.A.C.H. helped child care providers weather staff shortages by retaining teachers.

SALARIES

12%

increase in salaries of T.E.A.C.H. scholars last year

AVERAGE CREDITS

13-15

credits completed per year by T.E.A.C.H. participants, despite the pandemic and staff shortages at centers

RETENTION

93%

of T.E.A.C.H. participants remained with their employers from 2020–2022 due to raises and stipends built into the program (National retention rate: 60-70%)

EARNINGS

\$13.88

Average earnings per hour (Median Pennsylvania early educator wage: \$10.69 per hour)

AVERAGE GPA

3.53

Associate degrees

3.73

Bachelor's degrees

Jameela



JAMEELAH JONES always knew she wanted to be a teacher. Her journey from babysitting her nieces and nephews in her living room to becoming the Lead Teacher of a pre-school classroom has been challenging, but she never gave up her dream. Jameelah started working at the Parent Infant Center (PIC), a STAR 4 facility in Philadelphia, in 2011 and began pursuing an associate degree in 2012. Her plans were sidelined when she was diagnosed with breast cancer in 2013 and had to take a leave of absence. When she returned to work in 2014, Jameelah learned that her center now required she have an associate degree to continue working in her position.

“Before T.E.A.C.H., I had taken out \$10,000 in loans and was trying to take classes after working all day.”

Jameelah re-enrolled at Community College of Philadelphia (CCP) and began paying her own way to take night classes but returning home to her teenage daughters at 11pm became too stressful. Then

she learned about T.E.A.C.H. and in 2015 she started on an accelerated track to earn her associate degree and receive on-the-job training and mentoring through the 1199C Apprenticeship program.

“Before T.E.A.C.H., I had taken out \$10,000 in loans and was trying to take classes after working all day,” Jameelah says. “Being able to work part of the day on schoolwork and classes made a huge difference in my life and my kids’ lives.”

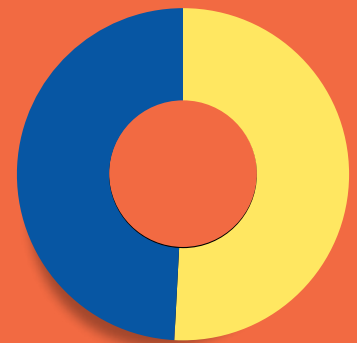
In 2019, seven years after starting, Jameelah earned an Associate Degree in Early Childhood Education at CCP. In April 2022, she graduated from Arcadia University with a Bachelor’s in Early Childhood Education and was promoted to Lead Teacher.

“I’m 55 years old, a breast cancer survivor, a first-generation college student who has achieved her bachelor’s and now I’m working toward a Teaching Certificate. I’ve done more than I thought possible, and I believe there is even more to come.” Following in their mother’s footsteps, Jameelah’s daughters are both enrolled in college.

By the Numbers

T.E.A.C.H. scholars
are not your typical
college students.

Their average age is 34. Half are first generation college students. The majority are women, almost half are women of color and close to one third are single parents. Most are working full time and make less than \$29,000 a year.



FIRST GEN

51%

Will be the first person in the family to graduate from college



WOMEN

95%



PEOPLE OF COLOR

44%



SINGLE PARENTS

28%

	SCHOLARSHIP OUTCOMES	ASSOCIATE DEGREE SCHOLARS	BACHELOR'S DEGREE SCHOLARS
Each year, T.E.A.C.H. collects data to monitor the progress of scholars and measure the impact of funding on the Early Childhood Education (ECE) Workforce. Scholars consistently make steady progress toward degrees and earn high GPAs.	Average credits completed	13.4	15.9
	Average GPA	3.53	3.73
	Increase in earnings	12.2%	11.9%
	Employment retention rate	92.6%	93.3%

T.E.A.C.H. scholars made gains in education, compensation, and retention far beyond what their scholarship requires.

T.E.A.C.H. SCHOLARS	ASSOCIATE DEGREE IN ECE	BACHELOR'S DEGREE IN ECE	PREK-4 TEACHING CERTIFICATION
Worked toward degree	562	272	111
Graduated	63	34	22



T.E.A.C.H. scholarships supported nearly 1,000 ECE professionals to earn a debt-free education. More than 100 of those scholars graduated with a degree in ECE.

Damaris



CHILDREN'S PLAYHOUSE EARLY

Learning Center (CPH) is a STAR 4 center serving 200+ children across two sites in Philadelphia. It has supported 15 T.E.A.C.H. participants since 2017 and currently has three graduates and two scholars on staff.

CPH centers are located in communities with large Hispanic and Asian immigrant populations and Executive Director/CEO Damaris Alvarado-Rodriguez recruits staff directly from these neighborhoods: "We partner with Cambodian and Burmese

"A lot of staff who come in with language barriers are phenomenal teachers. They have the gift of nurture but they lack self-confidence."

organizations to provide opportunities for community members to become professionals and leaders. We are growing our own ECE pipeline. It's important that the kids we serve see themselves represented, not just in the kitchen or as a janitor, but as teachers so they know they can grow up to be a teacher, or a lawyer.

"A lot of staff who come in with language barriers are phenomenal teachers. They have the gift of nurture but they lack self-confidence. We help them strengthen their language through ESL coursework and mentors, and then get them to go to school through a T.E.A.C.H. scholarship.

"I have a Burmese teacher who was very quiet because she was ashamed of her broken English. After working with us for six years, she got the confidence to go to school. She just graduated with her associate degree and spoke at a group meeting about how going to school benefitted her. She's the first person in her community to complete a degree in the United States and she's empowering others to do the same. She just became a mom and is applying everything she learned with her own child to make sure she's meeting milestones so her child can continue her educational journey as well. She broke the barrier!

"T.E.A.C.H. doesn't just benefit teachers in the classroom. It gives them the foundation to become leaders in the community and the ECE field."



Partners

T.E.A.C.H. addresses the need for a well-qualified, fairly-compensated and stable workforce. T.E.A.C.H. Early Childhood® Pennsylvania is administered by the Pennsylvania Child Care Association (PACCA).

A guiding principle of the program is to develop partnerships that support high-quality early care and education in Pennsylvania and strengthen existing systems across the state. PACCA's partnerships with early childhood programs, higher education institutions, and scholarship funders are critical to the success of the program.

Funders

Funding partners are key to sustaining and expanding T.E.A.C.H. to meet the needs of Pennsylvania's workforce.

Funding for T.E.A.C.H. Early Childhood® Pennsylvania is generously provided by the Pennsylvania Department of Human Services (DHS) and the Office of Child Development and Early Learning (OCDEL).

In FY 2021-22,
PACCA worked with

584

Sponsoring employers in

57

Counties across
Pennsylvania, including...

543

child care centers

41

family child care providers

IMPACT

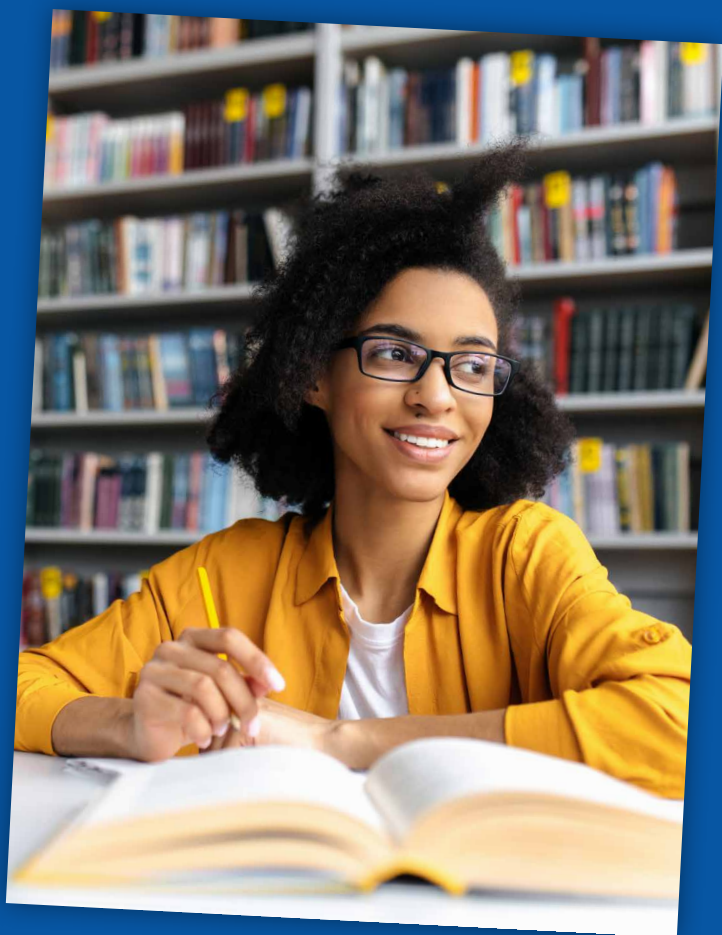
45,367



children were enrolled at
sponsoring programs and
benefitted from T.E.A.C.H.
funding.

86%

of T.E.A.C.H.-sponsoring
employers enrolled children
on subsidies, extending the
impact of highly-educated,
fairly-compensated, and stable
teachers to some of the most
at-risk children in Pennsylvania.



Higher Education Institutions

PACCA partnered with 48 public, private, and state-related institutions across Pennsylvania to make higher education accessible and affordable for early childhood professionals, including:

16 community colleges and two-year institutions

32 four-year institutions

Sponsoring EC Programs

Each T.E.A.C.H. scholarship requires employer buy-in. The sponsoring early childhood program is required to:

- pay a portion of tuition each semester,
- provide paid release time for classes and coursework, and
- issue compensation at the end of each scholarship year.

In return, the T.E.A.C.H. scholar commits to working for the employer for one year after graduation.

Income and Expenses

INCOME

Child Care & Development

Block Grant:

\$4,440,478

Scholar & Sponsor Co-pays:

\$284,447

EXPENSES

● Administration

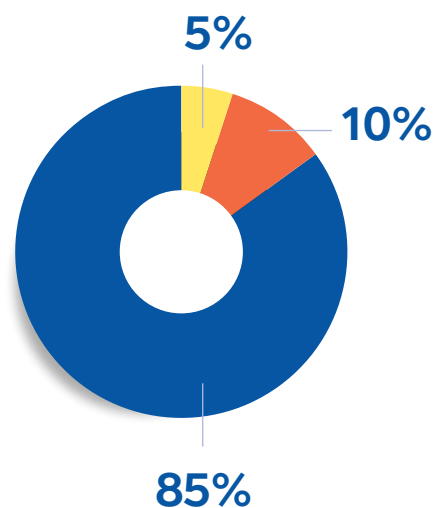
\$225,991

● Operations

\$464,022

● T.E.A.C.H. Scholarships

\$4,034,912



Donna



DONNA REID-KILGORE is a Pre-K Counts Teacher at Bloom Early Education Center, a STAR 4 program in Northeastern Pennsylvania. During her 13+ years at Bloom, Donna earned her associate (2011) and bachelor's degrees (2021) through T.E.A.C.H. Now, she's pursuing a Master's Degree in Early Childhood Education Leadership and working toward a Level II Teaching Certificate.

"Without T.E.A.C.H. I would still be on the lowest rung of my center's pay lattice, or potentially not even in the field anymore," Donna says. "These scholarships allowed me to turn my job into a career of passion and dedication."

"T.E.A.C.H. allowed me to become the educator I was meant to be and to earn the credentials I need to do the work I want to do in this field."

When Donna completed her bachelor's and Level I Teaching Certificate, she was promoted from Assistant to Teacher and her wages increased by over 28%.

"Aside from the money, earning these degrees allowed me to develop a greater understanding of the immense importance of our work in this field."

Donna has become a passionate advocate. Last year, as a Policy Fellow for Teach Plus Pennsylvania, she met with state legislators to advocate for ECE funding, designed a social media campaign to raise awareness about needs in the field, and wrote an op-ed for the *Wilkes-Barre Times Leader*. This year, she will co-lead the ECE Working Group as a Senior Policy Fellow.

Asked about her future, Donna says: "My ideal would be to stay in the classroom, but my rheumatoid arthritis seems to have other plans for me. I will teach as long as I'm physically able to and then hopefully move into advocacy or post-secondary teaching."

"T.E.A.C.H. allowed me to become the educator I was meant to be and to earn the credentials I need to do the work I want to do in this field. I hope I can inspire others to take advantage of this barrier-breaking opportunity and become the educators they were meant to be!"



Since T.E.A.C.H. began in 1998, it has supported **7,818** scholars

to earn teaching credentials and higher degrees while continuing to work in the field and increase their wages. Pennsylvania's youngest children and their families benefit from better qualified, diverse teachers who remain in their classrooms and in the field.

T.E.A.C.H. Early Childhood® Pennsylvania is administered by the Pennsylvania Child Care Association (PACCA) and is a licensed program of Child Care Services Association.

T.E.A.C.H. Early Childhood® Pennsylvania is supported by the Office of Child Development and Early Learning (OCDEL) of Pennsylvania's Department of Human Services (DHS) and Pennsylvania's Department of Education (PDE).

For more information, visit dhs.pa.gov and education.pa.gov.

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