

T.E.A.C.H. EARLY CHILDHOOD®VERMONT OUTCOME MEASURES REPORT 2021



**Outcome Measures on Increased Education,
Compensation, and Retention of T.E.A.C.H. Participants in
Associate Degree Models**

Outcome Measures:



Increased Education

T.E.A.C.H. Early Childhood®Vermont

- ❖ **Total of Associate Degree Recipients: 54**
- ❖ **Total number of degree seeking recipients: 54**
- ❖ **Average GPA for Associate Degree Recipients: 3.6**
- ❖ **Average credits completed per Associate Degree Recipient: 10.4**

Compensation



T.E.A.C.H. Early Childhood®Vermont

- ❖ **Associate Degree Scholarship Recipients making less than \$10 hr.: 0**
- ❖ **Average wage increase per recipient: 10%**
- ❖ **Average wage of recipient: \$14.86**

Retention

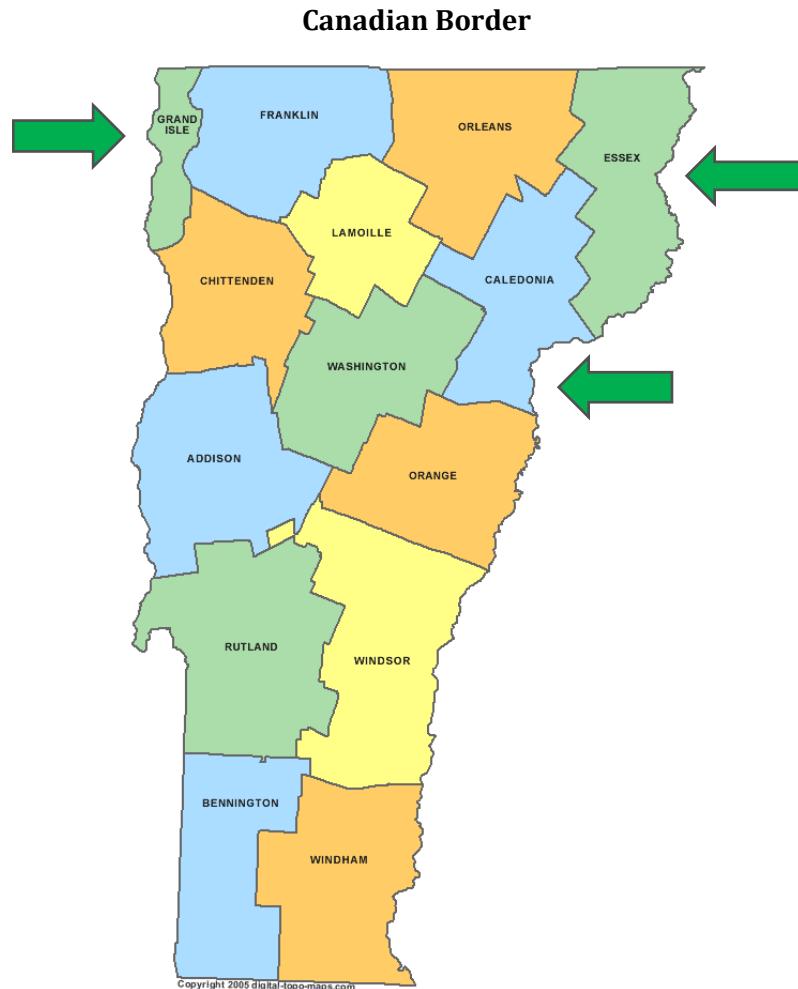


T.E.A.C.H. Early Childhood®Vermont Associate

- ❖ **Competed Degree Scholarship Recipients Turnover Rate: 0**

Demographic Data

T.E.A.C.H. Early Childhood®Vermont Associate Degree Scholarship Recipients are spread out across 11 out of 14 counties in the state. The three counties, Grand Isle, Essex and Caledonia are indicated with the green arrows.



Workforce Diversity Data

T.E.A.C.H. Early Childhood®Vermont

- **Number of Associate Degree Scholarship Recipients who are Persons of color and/or Latinx of AAS population: 5.6%**
- **Number of first-generation students in college: 41%**
- **Average age of recipients: 32**

Analysis of Findings

Increased Education

Overall, the picture around increased education in Vermont is very exciting as the data demonstrates. Every one of our Associate Degree Recipients is degree seeking, and many are planning to continue on to earn their Bachelor's Degree. Our Associate Degree Scholarship Recipients have an overall high GPA of 3.6, considering they are working 30+ hours per week and balancing school, work and home life spectacularly well. We couldn't be prouder that many of our recipients take more than the required 9 credits per contract and still manage to achieve high GPA's. We are very grateful that we have funding available to be able to support recipients when they want to fast track their degree and increase the number of courses per semester.

Compensation

The increase in compensation is phenomenal and a true testament to how successful T.E.A.C.H. Early Childhood® scholarships are at increasing compensation for well deserving Early Childhood Education Teachers. Many recipients have spoken about the increase in compensation finally making them feel they are valued and respected as professionals.

Retention

We have been fortunate that there was no turnover for Associate Degree Recipients. The low turnover could be attributed to the benefits of being on a TEACH contract. It also could be attributed to some of the COVID 19 funding that provided additional bonuses for staff who worked through the first year of the pandemic, as well as programs being nimble and flexible while scholarship recipients needed to adjust their hours to meet their family's needs, instead of leaving their programs entirely.

Demographic Data

The three counties, Grand Isle, Caledonia and Essex, that we do not currently have Associate Degree recipients in are located in Northern Vermont, less populated, with fewer regulated early care and education programs and more remote than most other counties in the state. We continue to focus outreach and marketing efforts in those areas. The promising news is that we do have Bachelor's Degree Recipients in Grand Isle and Caledonia Counties.

Workforce Diversity Data

Vermont is not a state that has traditionally been comprised of a diverse population. That is changing, and our population continues to grow more diverse, which is encouraging. One factor that is contributing to the growth is that additional refugee families are continuing to move to Vermont every year.

The total number of first-generation students in college is very exciting and continues to grow as we expand our scholarship models in Vermont. I believe the success of our Associate Degree students staying in their program is also largely in part due to the good counseling, guidance and support offered at Community College of Vermont, where our Associate Degree Recipients are enrolled.

Highlights from Program

We're thrilled that our Associate Degree Recipients are excelling academically and are so focused on earning their Associate's Degree, that they are taking many additional courses above and beyond their contract requirements. The other exciting news is that compensation is increasing, and teachers are feeling more valued and spreading the word to peers. It's a testament to how the carefully constructed components of a TEACH Scholarship are so beneficial and effective for Early Childhood Educator's.

Future Directions

We want to continue the momentum and are continuing to refine our recruitment and outreach to the field as we move forward. We will be focusing on broadening the diversity of our recipients as much as possible and continuing to reach out to the counties and regions in Vermont where we have less recipients.