

# Annual Report FY24



# Core Components of T.E.A.C.H. and 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.

# Our Staff



**Billi Beeck-Lovan**  
WAGE\$  
Counselor



**Amy Bice**  
CDA® Navigator



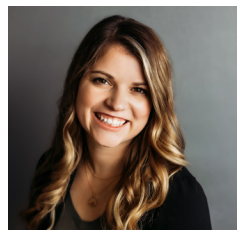
**Melissa Ellis**  
CDA® Navigator



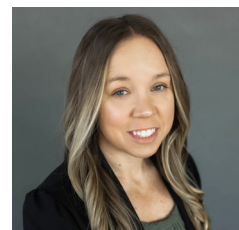
**Tammy Engebretson**  
Director of  
Quality Initiatives



**Lisa Hajek**  
CDA® Navigator



**Kassy Hegland**  
T.E.A.C.H.  
Counselor



**Kayla Hunziker**  
T.E.A.C.H.  
Coordinator



**Mackenzie Johnson**  
WAGE\$  
Counselor



**Jeannine Laughlin**  
WAGE\$  
Counselor



**Lauren Linnenbrink**  
WAGE\$  
Coordinator



**Haley Maffin**  
Lead WAGE\$  
Counselor



**Jana McCann**  
WAGE\$  
Counselor



**Ashley Otte**  
Director of  
Workforce  
Initiatives



**Jessica Shields**  
T.E.A.C.H.  
Counselor



**Tierney Sothman**  
T.E.A.C.H.  
Counselor



**Roberta Wendelboe**  
Administrative  
Specialist

# T.E.A.C.H. Outcomes (FY24)



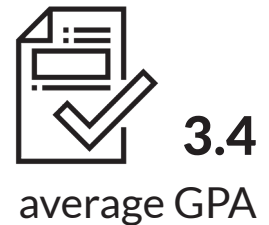
The T.E.A.C.H. Early Childhood® Iowa program is part of a comprehensive national strategy that provides teacher education and compensation to Iowans who work with children birth to five years old. By promoting higher education, T.E.A.C.H. is helping to establish a well-qualified, fairly-compensated,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

Through the right combination of economic and social support, T.E.A.C.H. helps early educators succeed. The program supports professional development of teachers, knowing that Iowa's young children benefit with more highly qualified, diverse teachers who stay in their classrooms and in the field.

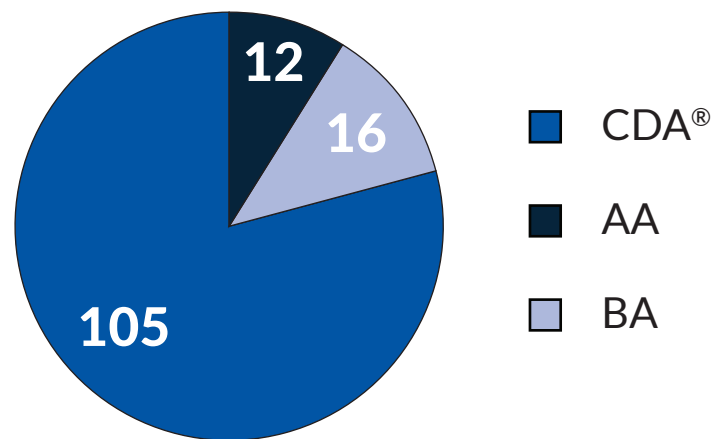
**97%** of sponsoring programs would recommend T.E.A.C.H. to someone they know



**19%**  
average wage increase



## Degrees Earned



**Total: 133**

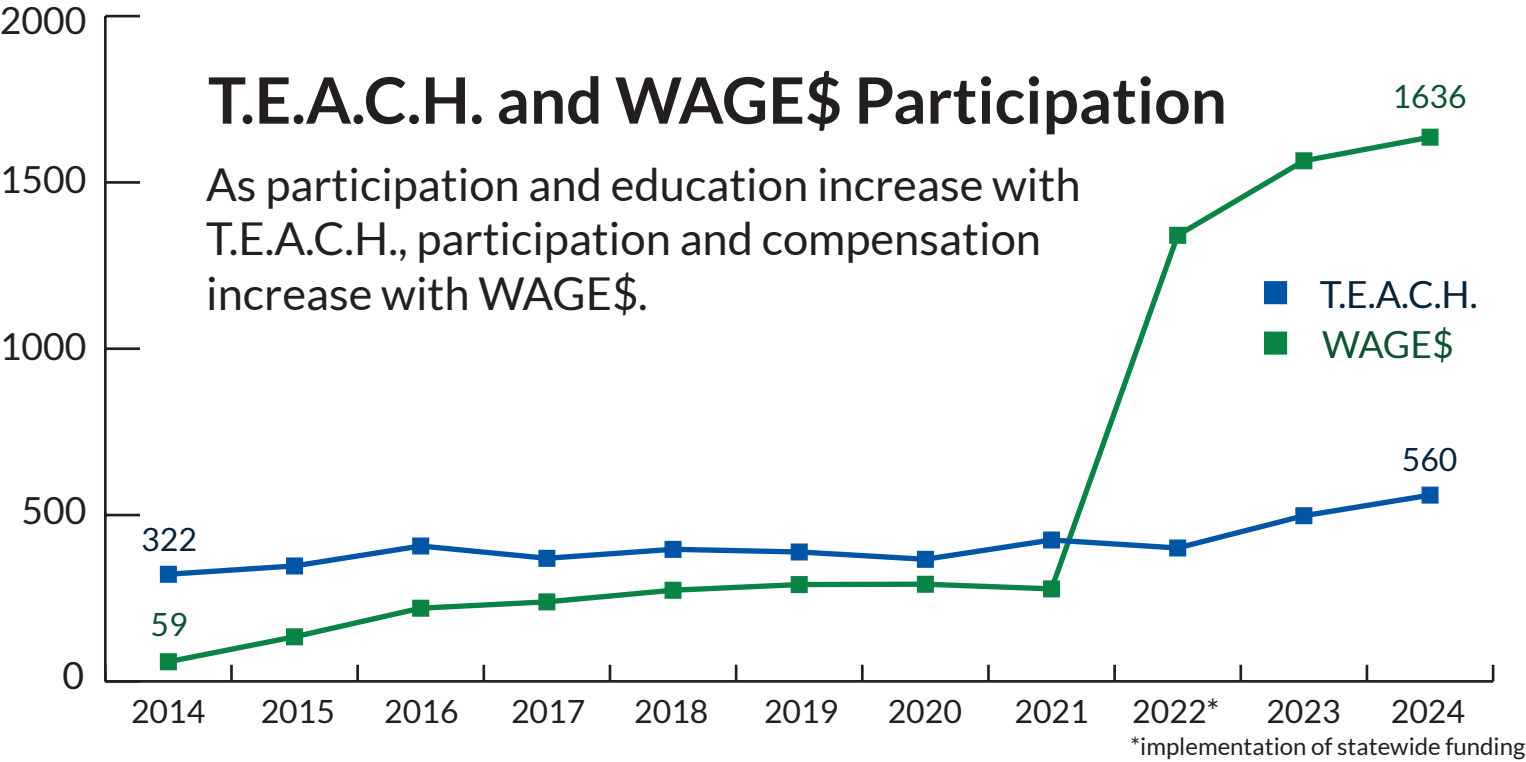
**5000**  
total credits earned

**93%** retention of T.E.A.C.H. staff in their programs

# Our Journey (FY14-24)

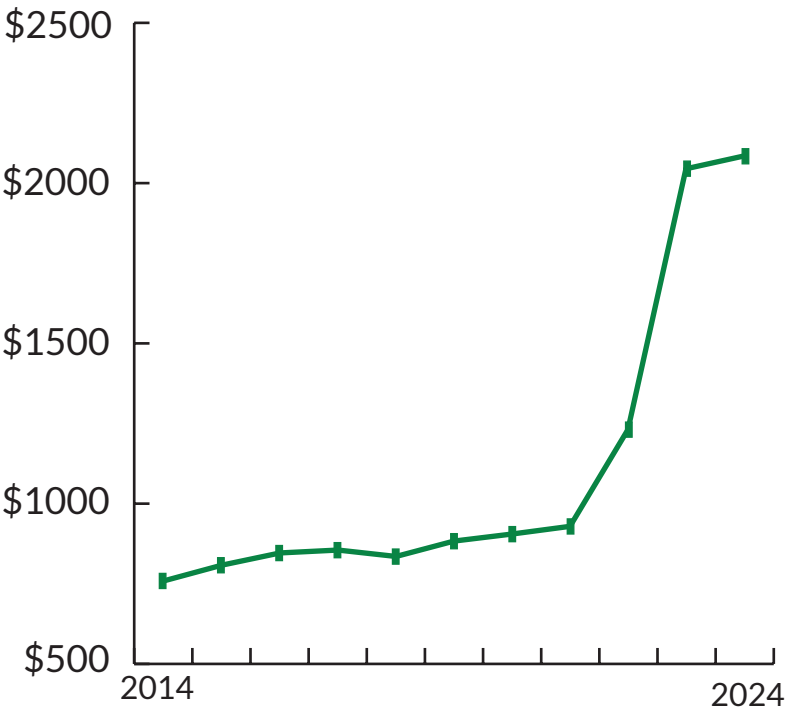
## T.E.A.C.H. and WAGE\$ Participation

As participation and education increase with T.E.A.C.H., participation and compensation increase with WAGE\$.



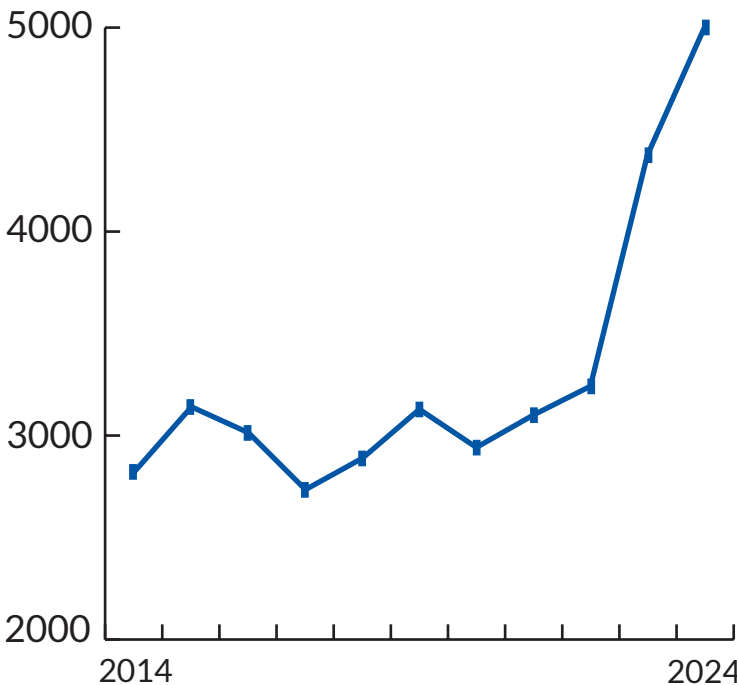
## WAGE\$: Average Six-Month Supplement

On average, WAGE\$ participants are receiving larger supplements each year, thanks to increased education and funding.

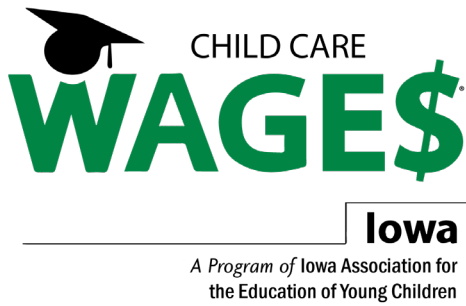


## T.E.A.C.H.: Total Credits Earned

With 2024 being a record year for credits earned, T.E.A.C.H. participants are making more progress towards their degrees than ever before!



# WAGE\$ Outcomes (FY24)

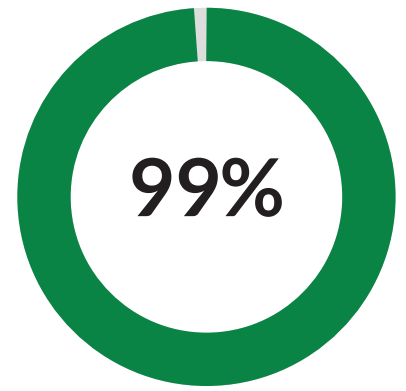


Child Care WAGE\$® Iowa provides education-based financial stipends to those in the early care and education workforce in order to improve retention, compensation, and education levels of those working with children ages birth to five years old.

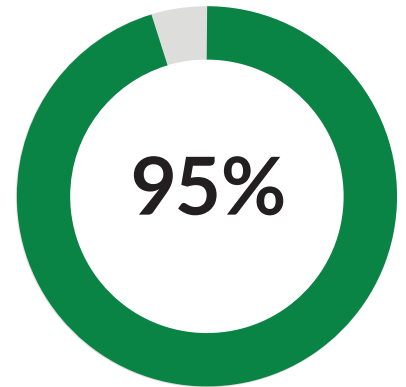
WAGE\$ is more than just a salary supplement; the program is a workforce initiative that positively influences the early childhood system. WAGE\$ serves as an incentive for staff at qualifying programs to consider increasing their education and for programs to take steps to increase their level of quality and/or begin serving children from low-income families.



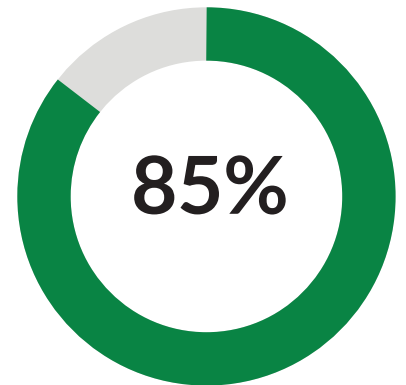
**1636 participants at  
617 employers**



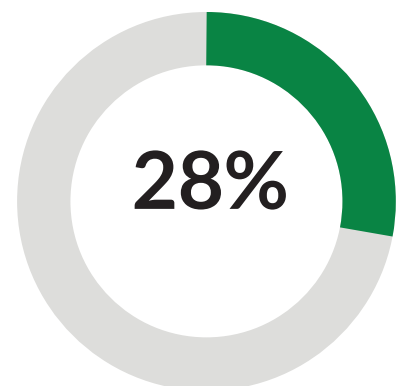
satisfaction rate among participants and employers



participants say WAGE\$ helps ease financial stress



retention rate of participants at their employers



recipients on temporary education levels completed additional college coursework



# Recipient Story



## Allie McGannon

T.E.A.C.H., WAGE\$, and CDA® Recipient

Alyssa 'Allie' McGannon is a T.E.A.C.H. recipient who earned her CDA while on scholarship in November 2023. Allie's career in early childhood started 13 years ago when she began her employment at Little Cupcakes Child Care in Cedar Rapids. Allie pursued the role in child care because she really enjoyed working with kids and felt it was an area of strength for her. **Now Allie chooses to stay in the field to make a difference in the lives of the children:** "I just feel like I am making a positive impact on kids' lives."

Allie started to consider earning her CDA® when her program began looking at what would qualify her to become the director. Around that time, a member of the CDA Navigator team dropped off information about T.E.A.C.H. - that is when Allie decided to apply for the scholarship and earn her CDA. **"My goal was to become the director here at Little Cupcakes,"** Allie said. Once approved for the scholarship, Allie worked with both a CDA Navigator and a T.E.A.C.H. Counselor. Allie spoke highly of both and explained how helpful they were with her questions as she was preparing her portfolio: "It was very convenient for me to have people that had the knowledge to help me through it. It definitely made it much, much simpler than what it could have been had I not had anyone."

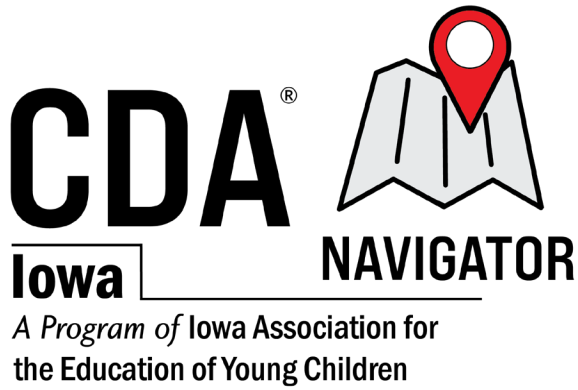
**Upon earning her CDA, Allie became eligible for WAGE\$ and was promoted to Director.** Allie explained that earning her CDA and receiving the promotion "allowed me to be the one to basically qualify us for IQ4K®, so we are now IQ4K® Level 2."

“

Now I feel like I could help someone else who is trying to earn their CDA. It's a ripple effect; the more people that earn their CDA, the more and more people have that support system to complete theirs.

”

# CDA® Navigator Outcomes (FY24)



The Child Development Associate® (CDA) Credential™ is a recognized part of child care regulations in Iowa and across the country. The credential is based on a core set of competency standards and includes an assessment process. It is the best first step to earn more education in the early childhood field.

Our CDA Navigators work side-by-side with CDA candidates to support and facilitate the CDA process. They also build partnerships with community colleges and other training entities that provide education and training for the early childhood workforce.

**65**

Number of CDAs Earned

**16**

Number of Trainings Hosted

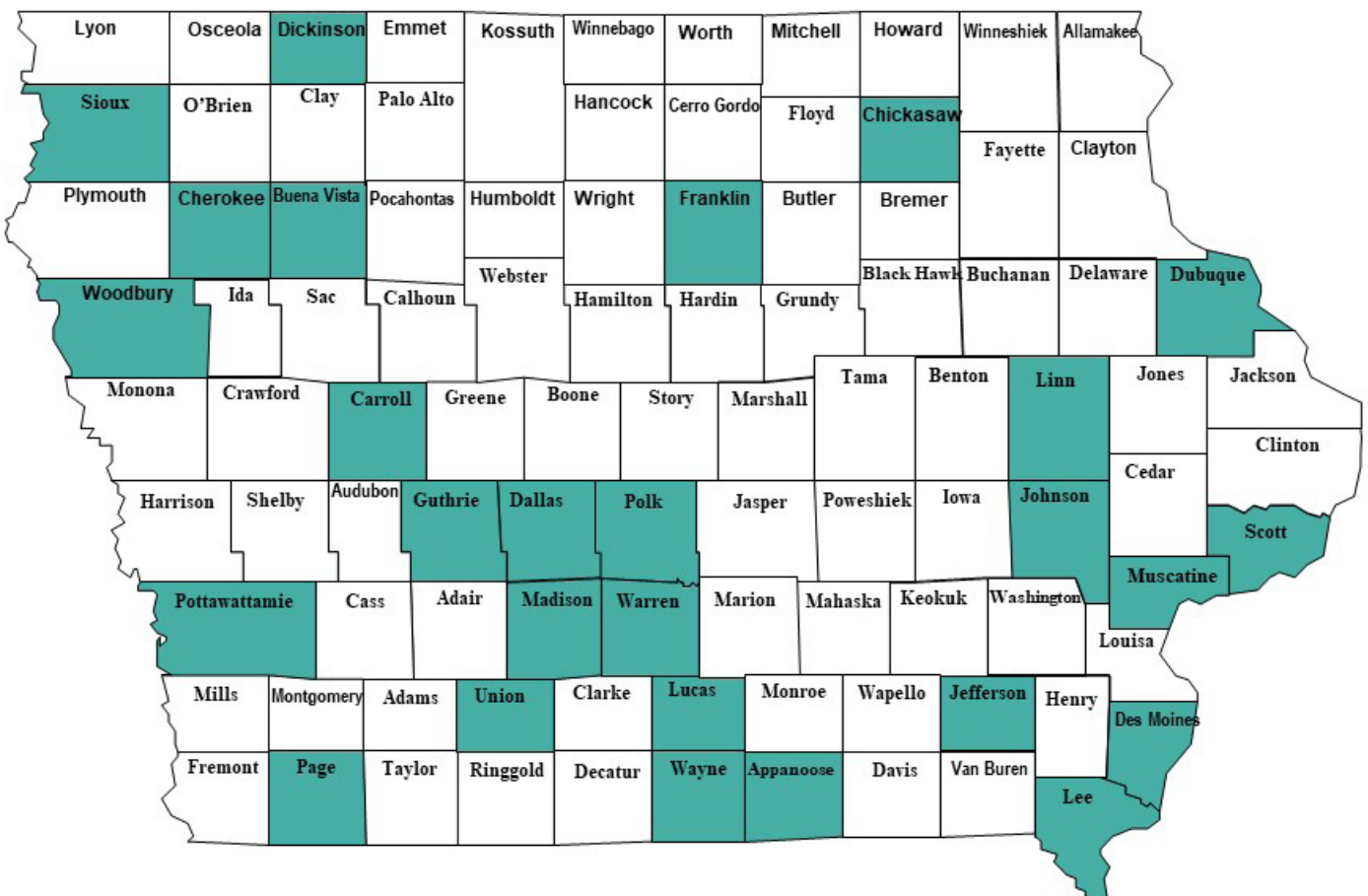
**110**

Number of Partnership Meetings

**53**

Number of PDS Visits

## Counties with Individuals Who Earned Their CDA



# 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.

## 2024 Advisory Committee Members



**Hollie Allen**  
Vine Street Child Care

**Tessa Amato**  
Child Care Resource & Referral

**Leann Andre**  
Child Care Resource & Referral

**Michael Bergan**  
Iowa House of Representatives

**Amy Blanchard**  
JMP ECI Director

**Katie Champlin**  
Des Moines Area Community College

**Amy Drew**  
Southeastern Iowa Community College

**Tracy Ehlert**  
Iowa House of Representatives

**Lori Ferris**  
Iowa Head Start Association

**Monica Garner**  
Iowa Department of Education,  
Head Start Collaboration Office

**Bailea Grier**  
Southeastern Iowa Community College

**Jodi Grover**  
Upper Iowa University

**Sheila Hansen**  
Common Good Iowa

**Royce Hickie**  
Mid-Iowa Community Action Agency

**Wendy Hoogeveen**  
Iowa Department of Health and Human Services, Child Care Policy Bureau

**Mary Loftus**  
Stella Sanford Child Care Center

**Angela Moffitt**  
Northwestern College

**Melissa Nelson**  
North Iowa Community Action Organization

**Teri Orr**  
Child Care Resource & Referral

**Sheri Penney**  
Iowa Women's Foundation

**Malisa Rader**  
Iowa State University Extension and Outreach, Family Life

**Kelly Schulte**  
Iowa Department of Health and Human Services, Bureau of Family Health

**Lindsay Stoaks**  
Southwestern Iowa Community College

**Kristie Vasey**  
First Children's Finance

**Jacob Welchans**  
AEA Online

**Amanda Winslow**  
Iowa Department of Health and Human Services, Early Childhood Services

**Gloria Witzberger**  
Linn County Child Development Director

Iowa Association for the Education of Young Children

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## 2024 T.E.A.C.H. Funding Partners

- Iowa Department of Health and Human Services
- Early Childhood Iowa

## 2024 WAGE\$ Funding Partner

- Iowa Department of Health and Human Services

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.