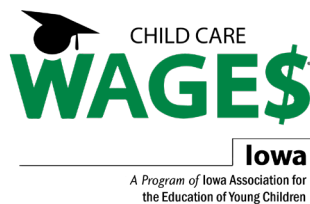


Annual Report FY24



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



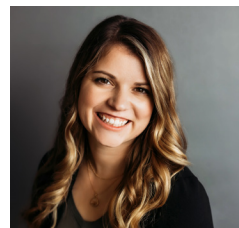
Melissa Ellis
CDA® Navigator



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 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. 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



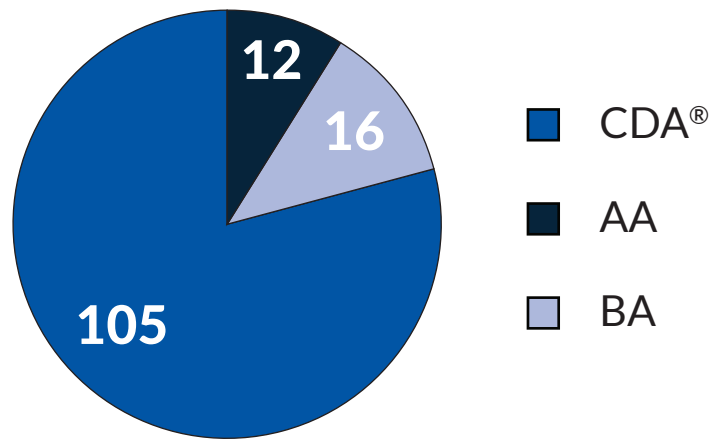
560 participants at 324 employers

19% average wage increase



3.4 average GPA

Degrees Earned



Total: 133

5000 total credits earned

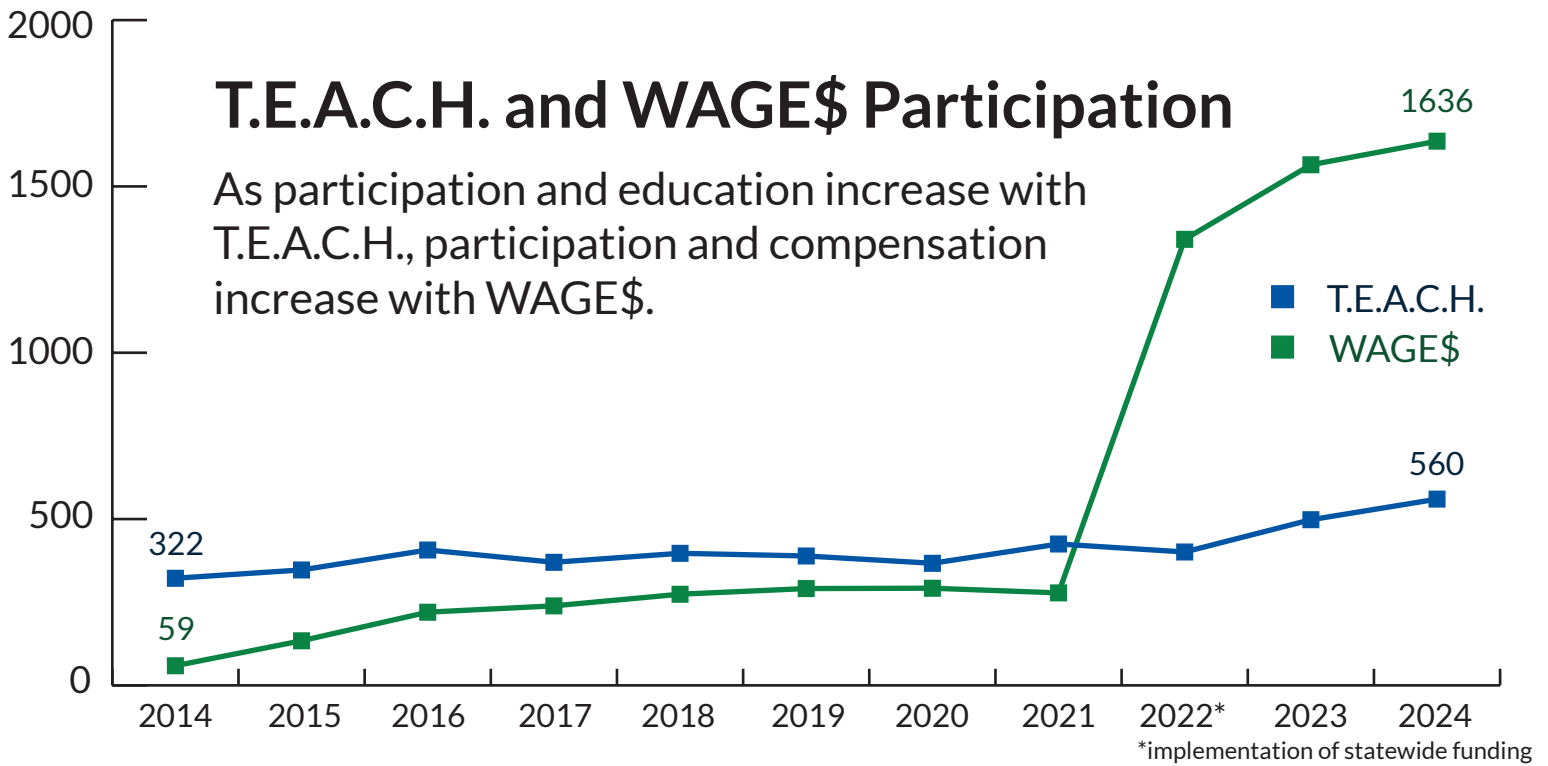


93% retention of T.E.A.C.H. staff in their programs

Our Journey (FY14-24)

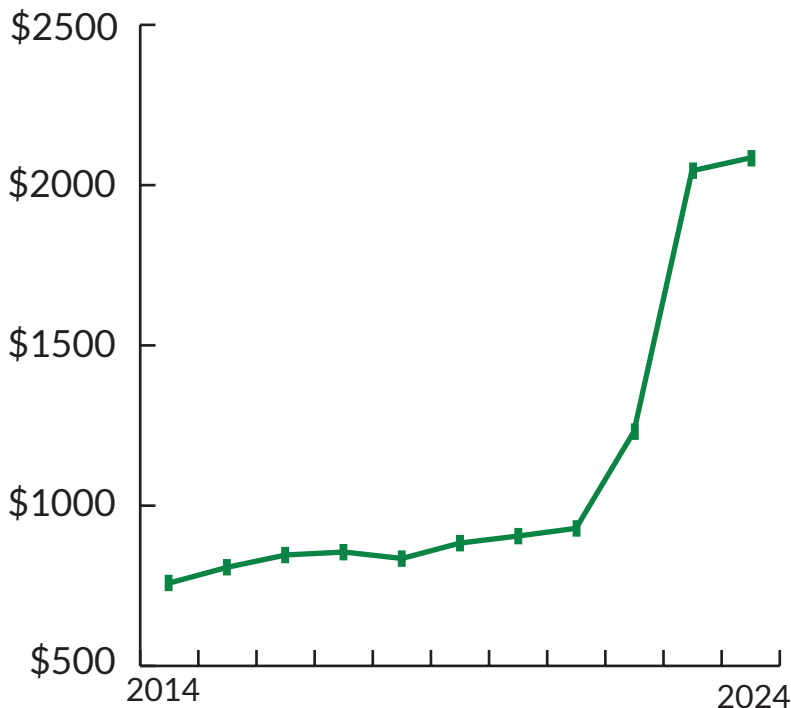
T.E.A.C.H. and WAGE\$ Participation

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



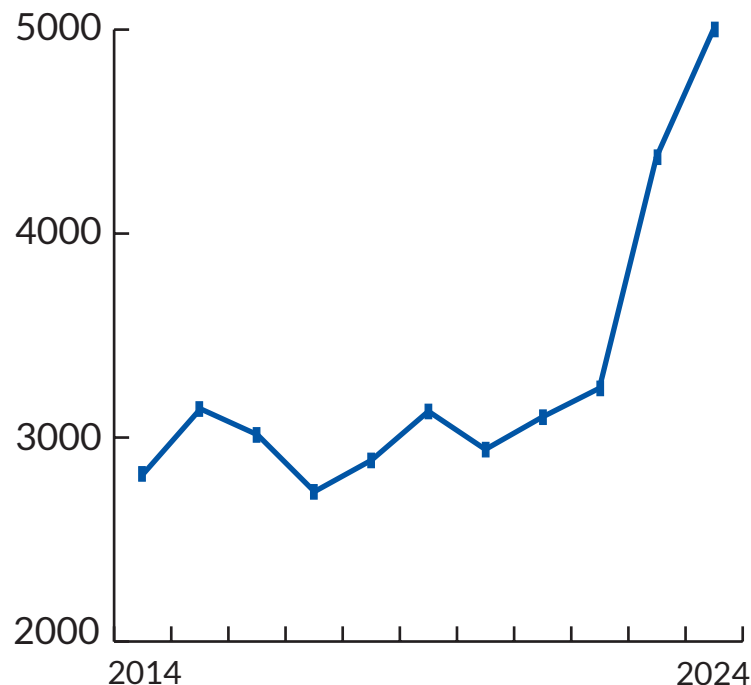
WAGE\$: Average Six-Month Supplement

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

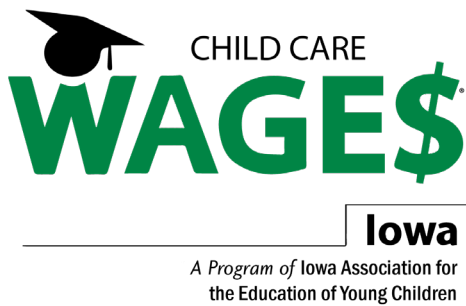


T.E.A.C.H.: Total Credits Earned

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)

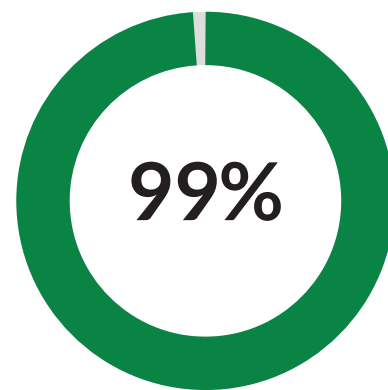
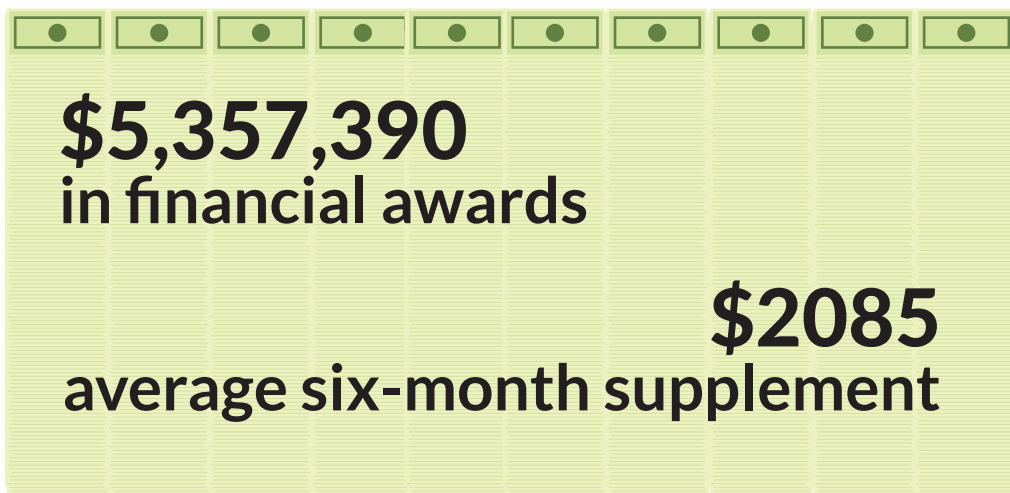


Child Care WAGE\$® Iowa provides education-based financial stipends to those in the early care and education workforce in order to improve retention, compensation, and education levels of those working with children ages birth to five years old.

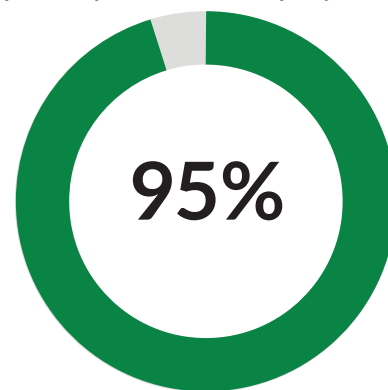
WAGE\$ is more than just a salary supplement; the program is a workforce initiative that positively influences the early childhood system. WAGE\$ serves as an incentive for staff at qualifying programs to consider increasing their education and for programs to take steps to increase their level of quality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



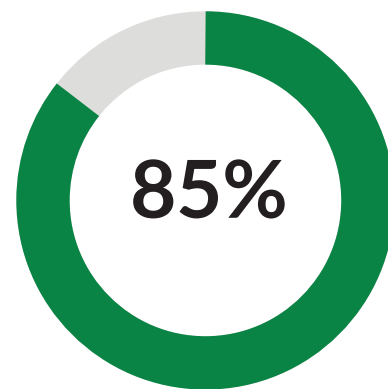
**1636 participants at
617 employers**



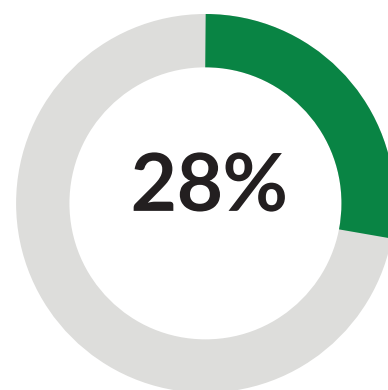
satisfaction rate among participants and employers



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)



Iowa
A Program of Iowa Association for
the Education of Young Children

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

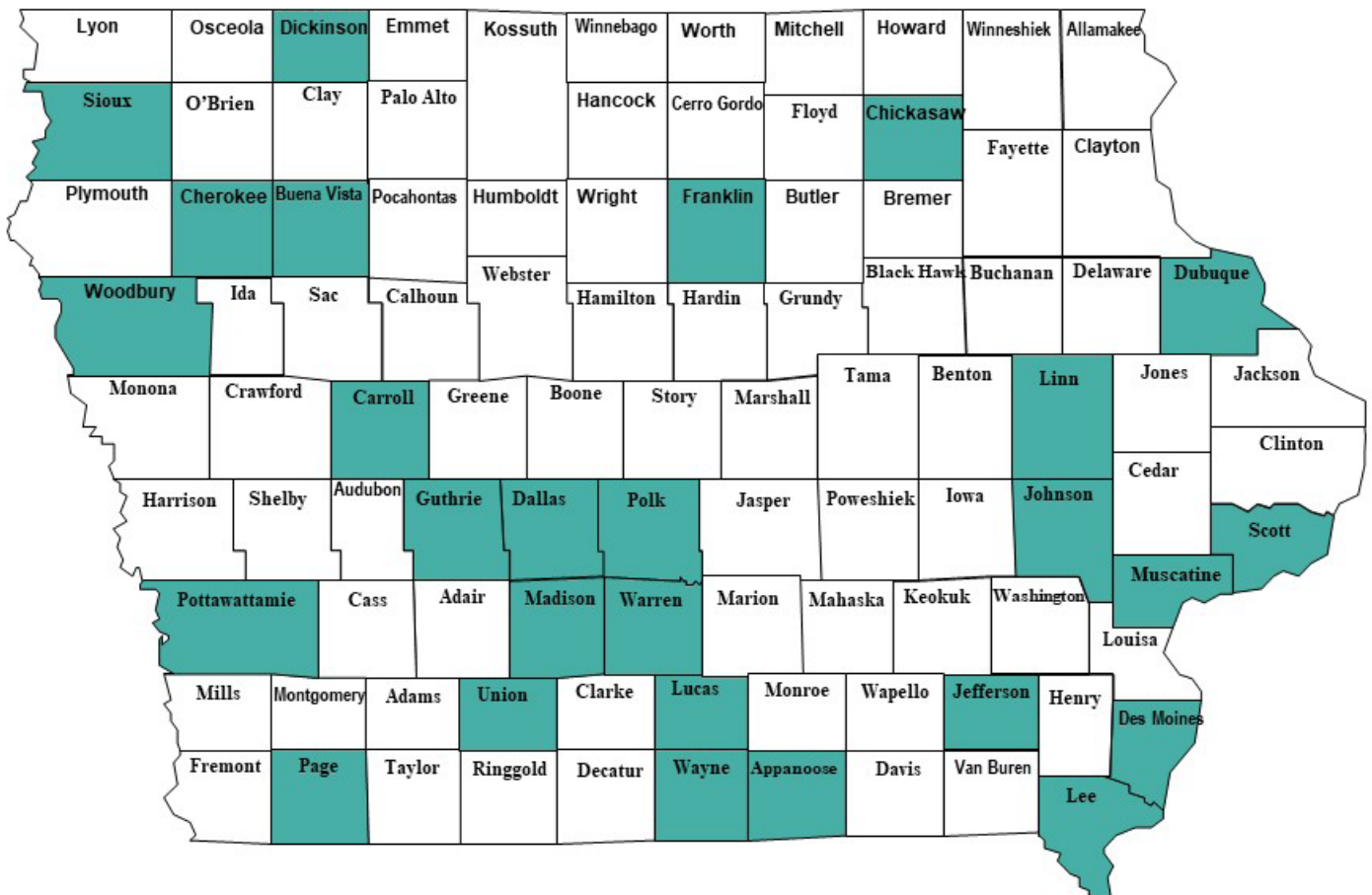
110

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 Hoogveen
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

4400 Westown Parkway Suite 360
West Des Moines, IA 50266

iowaeyc.org
515.331.8000

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.