



# Alaska SEED ROOTS (Retaining Our Outstanding Teachers) Awards 2013 Annual Report

## SUCCESS STORY

### Our SEEDs are growing...

*The Alaska SEED Roots Awards, a 3-year pilot program in the Municipality of Anchorage, is awarding \$740,000 in wage bonuses and increasing professional development opportunities for early care and education professionals working directly with children.*

### INVESTING IN EARLY EDUCATORS = SUCCESSFUL CHILDREN

- Early care and education makes it possible for 32,300 Alaskans to participate in the labor force.
- Over 60% of children spend at least part of their day in non-parental care.
- Research shows that there is a direct correlation between the level of teacher training and the success of a child. In fact, the number one indicator of a quality early education program is the teacher-child relationship.
- Early care and education teachers provide an essential service to Alaska's families yet earn an average of \$10.82/hour or less – some of the lowest wages in Alaska.
- Low pay in the field has resulted in a 46% teacher turn-over rate, and decreased consistency in Alaska's early care and education programs.

### ROOTS TAKES HOLD

The Alaska SEED Roots Awards pilot, managed by thread, tackles these issues head on. Eligible early education teachers are rewarded for retaining their current employment for at least one year and attaining a level 5 or above on the Alaska SEED career ladder – a tool that articulates the path for advancement in the early care and learning profession.

And word is spreading amongst early education professionals. The SEED Roots Awards makes it possible for them to remain in their jobs and pursue opportunities for professional and personal growth. As they succeed so do Alaska's children!

### Hillcrest Children's Center Government Hill

Teachers Enrolled in SEED: 18  
Teachers Awarded: 13  
Center (First) Award: \$29,884  
Average Individual Bonus: \$2,490

*"We've had 13 teachers successfully complete the ROOTS program. The bonuses have been an incentive for higher performance amongst our team and helped to boost individual incomes. More importantly, it validated our teacher's commitment to provide quality care to our children and families. It has also encouraged the other teachers participating in the program to complete their Roots commitments this year."*

- Christina Eubanks  
Executive Director



Funded by a grant from the Alaska Department of Commerce, Community & Economic Development and administered by thread, Alaska's Child Care Resource & Referral Network



## SEED Career Ladder Levels & ROOTS Awards Wage Incentives

The SEED career ladder is a path articulating advancement in the early care and learning profession. It recognizes credit-based education & training.

(Based on Regular Full-time/40hrs per week)  
Levels 5-7 earn a wage incentive of \$2,080  
Levels 8-9 earn a wage incentive of \$3,328  
Levels 10-12 earn a wage incentive of \$5,324

## RESULTS

Through the SEED Roots Awards early education teachers are moving up the SEED career ladder and getting a return on their investment.

- **Year One**
  - 71 teachers enrolled
  - \$44,012 awarded in wage incentives
  - \$2,750 average wage incentive per person
  - 3.5% of participants submitted documentation of completed coursework to move up one or more levels on the SEED career ladder
  - 1 participant submitted documentation of completed coursework to move up two tiers on the wage incentive scale (an increase of \$3,244)
- **Year Two**
  - 80 currently enrolled and growing
  - \$113,648 projected for wage incentive awards

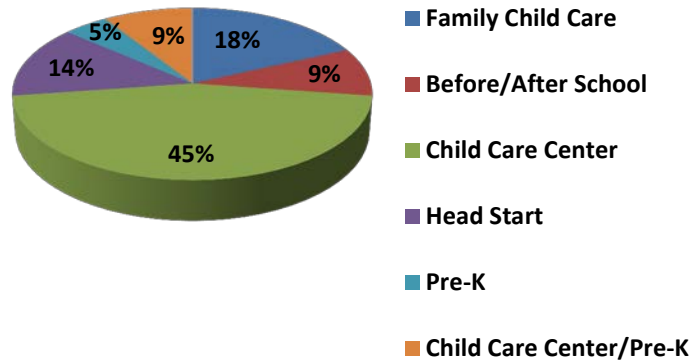
## EVALUATION

The Alaska SEED Roots pilot is being evaluated on its impact on teacher retention, and will assess quality between child care teachers and children across three domains: classroom organization, emotional support, and instructional support.

## ALASKA SEED ROOTS PARTICIPANTS



### I. Program Type



### II. Participants' Employment Demographics



- 12.3% turnover rate (46% statewide)
- 55% work with Infant/Toddlers
- 67% work with 3, 4, or 5 year olds
- 21% work with School-age children
- 38.5% work with children with high needs
- 84.5% work 40+ hours a week

### III. Participants' Base Wages at Enrollment

