



PDAC Workforce Development and Pathways

Telenet

November 23, 2015

10:00AM – 11:30AM

Minutes

Cerathel Burnett	Joni Scritchlow
Chris Bzdon	Joyce Weiner
Jennifer Weidner	Julie Lindstrom
Joan Longtin	Lou Ann Burton
Johnna Darragh Ernst	Tara Mathien

Welcome – Johnna Darragh-Ernst, Co-chair

Approval of the Minutes

- August 31, 2015
 - Jennifer Weidner moved to approve the minutes.
 - Cerathel Burnett seconded the motion.
 - Minutes approved.

Approval of the Infograph – Invest in Early Childhood Care and Education

- Change “4 Facts” to read: Provides a significant number of jobs and generates considerable revenue as a growing field of employment.
- Revise statement “The ECE industry employs millions of people with billions of dollars impacting the economy” to reflect Illinois.
- Infograph will be emailed to the WDP Committee for the next WDP meeting.
- Infograph messaging strategies include:
 - Send the infograph to business leaders and legislators.
 - Send the infograph along with a cover letter of appreciation for supporting early learning to local chapters of The United Way and Chambers of Commerce.
 - Send the infograph to the CCR&R’s for dissemination in their communities, as an advocacy tool.
 - Send the infograph to Workforce Development Centers with the message that the ECE is a growing and viable industry.

Workforce Development and Pathways Strategic Plan

- Goal 3 – Explore how levers and supports including Gateways to Opportunity Scholarships and GreatSTART can be used to strengthen Gateways Credentials.
 - What types of supports are available to staff who are trying to get their degrees?
 - The Federal Teacher Loan Forgiveness Program.
 - The program can reduce and/or forgive debt over five years.
 - Need to work for schools in communities serving low-income populations.
 - Directors need to assist staff in finding programs and completing paper work.
 - Distribution of specific sections of the GreatSTART program funds are stalled in the legislature due to the budget.
 - The Golden Apple Scholarship is a scholarship for Illinois students in a summer internship program who commit to serving individuals in high need districts at

- the culmination of their program of study. The program was recently opened to community college students.
- It is hard to conceptualize a new funding stream that is broad enough for teachers to access such as the Gateways to Opportunities Scholarship Program or GreatSTART.
 - The WDP Committee will develop accessible information for practitioners in order to provide information on resources and education to the field that could be compiled and disseminated.
- Goal 5 – Explore responsive practices for supporting Gateways Credentials attainment inclusive of direct and entitled routes.
 - Goal 5 has been tabled.
 - Concurrent activities are happening around the state relating to Goals 1, 2, and 6. Goal 1 – Develop a more comprehensive career lattice that clearly articulates varied pathways in the early childhood system. Goal 2 – Analyze stackability of Gateways Credentials, and how they are offered and utilized, with the goal of providing multiple pathways. Goal 6 – Support state efforts for meaningful articulation between 2- and 4- year higher education institutions.
 - Activities include: The work of the Early Childhood Educator Preparation Program Innovation (EPPI) grants in relationship to the work of the Illinois Board of Higher Education (IBHE) Illinois Community College Board (ICCB) and INCCRRA which relates to Goals 1, 2, and 6. Once this work is completed the WDP Committee will review the work to inform other committees.
 - Work revolves around development of specific competencies.
 - Discussion of the Institute of Medicine Report regarding developing competencies for educators and a competency based education.
 - Create a competency based career lattice.
 - Joellyn Whitehead of INCCRRA will be asked to report at an upcoming WDP meeting regarding innovative career lattice models that have been developed in other states.
 - The committee will review innovative or alternative models and ways of presenting information.
 - Goal 4 – Create continuity between DCFS and Credentials.
 - ExceleRate Illinois and Gateways Credentials are in place, but there is no continuity between them and DCFS licensing requirements.
 - Next steps for the WDP Committee will be to research and write a recommendation to create alignment between DCFS staffing requirements and Gateways to Opportunity Credential Levels:
 - Identify gaps and the changes needed to close the gaps.
 - Where are the gaps in terms of recommendations?
 - What would need to be changed?
 - What are intended and unintended consequences?
 - What are the implications?
 - Create a holistic look or crosswalk of the topic.
 - The WDP Committee will work in conjunction with the PDAC QC Committee to insure no duplication of work.
 - Use the Illinois Director's Credential Level I and the administrator requirements in DCFS licensing as an example to create the recommendation. The credentials can be the validator's requirements to meet licensing.
 - A sub-committee (Johnna Darragh-Ernst, Cerathel Burnett, Tara Mathein and Joyce Weiner) will draft a recommendation regarding Credentials and DCFS.

- The WDP Committee will hold a telenet on January 4, 2016 to review the proposed recommendation on credentials in DCFS licensure.
- The recommendation draft will be shared with the Steering Committee meeting in January 2016.

Announcements

- A change was made to the Early Learning Council's Programs Standards and Quality report "Achieving Compensation Parity: Illinois Goal for the Field of Early Childhood Care and Education" from \$25.00 to \$24.00 for parity with public school teachers. The three step process includes:
 - The entry-level salary is set at 1) \$15.00 per hour, 2) \$17.00 per hour for entry-level parity with Head Start teachers, and 3) entry-level parity with public school teachers was changed to \$24.00 rather than \$25.00.
 - The document could be shared with the ELC Executive Committee in January 2016 and the full ELC Committee in February or June 2016.
 - Workforce Development and Pathways Committee will look at the data and report to create infographs to share though out the state.
- Possible FY16 committee dates:
 - April 25th face to face
 - June 13th face to face

Adjourn

