



**PDAC Workforce Development and Pathways Committee Meeting
Meeting Minutes
June 15, 2022**

Christi Chadwick
Cindy Berrey
Gail Nelson

Julie Lindstrom
Joni Scritchlow
Lynn Burgett

Marie Donovan
Sara Beach
Shauna Ejeh
Sherial McKinney

Welcome

- Members of the Workforce Development and Pathways Committee were welcomed by chairs Christi Chadwick and Shauna Ejeh.

Review and Approval of Minutes

- April 4, 2022
 - Cindy Berrey moved to approve the minutes
 - Lynn Burgett seconded the motion
 - Minutes were approved

WDP Strategic Plan

- **Goal 1:** Strengthen alignment of state's professional development system tied to cohesive career pathways that fully support entry and progression across varied sectors of the field.
- **Committee members drafted recommendations.**
 - In Illinois we have inconsistencies in the way each sector defines or is willing to give credit for an experience. The goal is to have a state-wide definition that is approved by the Illinois Department of Human Services (IDHS), so credit is awarded consistently.
 - The committee used resource materials from Learning Forward/Revised Standards for Professional Learning, The Job-Embedded Professional Development Issue Brief, and Build It Better from the National Association for the Education of Young Children (NAEYC) to inform our definitions.
 - A definition of professional development is embedded in the Gateways to Opportunity® glossary. The definition was reviewed by the committee as we expand the original and existing Gateways definition.
 - The two draft recommendations will be shared with Lauri Morrison Frichtl at Illinois Head Start, as she was unable to attend the meeting today, in order to have a Head Start perspective and input on the recommendations.
 - Recommendations for a definition of Professional Development and a recommendation for Job-Embedded Professional Development were drafted.

- The recommendations will be sent to the full Workforce, Development and Pathways committee for comments and a vote by email. If the recommendations pass by using the vote by email the recommendations will be shared at the August 3rd Steering meeting.
- The following recommendations will be sent to the committee members for feedback and committee vote indicating their degree of support for each recommendation using the five-finger method:

The draft recommendation regarding the definition of Professional Development:

RECOMMENDATION: A standardized definition of Professional Development for the ECE field in Illinois.

RATIONALE including financial impact/monetary breakdown this recommendation would have if applicable): Professional development includes the continuum of professional preparation and ongoing professional development. It includes training, higher education, and technical assistance. It can take place in person or e-learning and take the form of university/college credit-bearing coursework, preservice and in-service training sessions, observation with feedback and reflection with a colleague or supervisor; peer learning communities; and mentoring, coaching, and other forms of job-related technical assistance. High-quality professional development includes an opportunity for the learner to participate in planning their professional development, as well as access credit-bearing course work, valued credentials, and instructors with appropriate knowledge, skills, and experience in early childhood education and principles of adult learning

The draft recommendation regarding a definition for Professional Job-Embedded Professional Development:

RECOMMENDATION: A standardized definition of Job-embedded professional development (JEPD) for the ECE field in Illinois.

RATIONALE including financial impact/monetary breakdown this recommendation would have if applicable): Job-embedded professional development (JEPD) refers to the continuum of learning that is grounded in day-to-day practice. It is integrated into the work and includes assessing and finding solutions for authentic and immediate problems of practice as part of a cycle of continuous improvement. JEPD is a shared, ongoing process that is locally rooted and makes a direct connection between learning and application in daily practice, thereby requiring active involvement in collaborative, inquiry-based work. High-quality JEPD is aligned with best practice standards and relevant federal, state, and local standards for early learning and any related agency, program, center, or school related goals.

