



## PDAC Family Child Care Credential Committee Meeting

### Minutes

October 29, 2016

10:00 AM – 3:00 PM

#### Attendees:

Diana Rosenbrock*	Julie Lindstrom	Miranda Lin	Sandra Cole *
Faith Arnold	Juliet Bromer**	Patricia Twymon	Tami O’Daniel
Joni Scritchlow	Melissa Johnson**	Penny Williams-Wolford	Toni Williams

*\*Denotes Co-Chair*

*\*\* Attended for first part of the meeting via phone*

#### Welcome

- Diana Rosenbrock welcomed attendees to the meeting.

#### Approval of September 22, 2016 Minutes

- Motion to approve made by Sandra Cole.
- Motion seconded by Miranda Linn.
- Motion passed and minutes approved.

#### Updates

- Family Child Care Credential
  - 401 total applications have been received.
  - 136 Family Child Care Credentials have been awarded.
- Competencies – *Joni Scritchlow*
  - All Gateways Credentials are moving toward a competency model. Through an Early Childhood Education Preparation Program Innovation (EPPi) grant, Nancy Latham at Illinois State University and Johnna Darragh at Heartland Community College were contracted as consultants to review the ECE Credential benchmarks.
    - Approximately 347 ECE Credential benchmarks were “repackaged” and categorized into 50 overarching competencies.
    - Rubrics and assessments for these competencies are being developed for higher education institutions to assess these 50 competencies.
    - Work Groups are being formed for the Infant Toddler Credential, Illinois Director Credential as well as the Family Specialist Credential and Family Child Care Credential to change to the competency model.
      - Diana Rosenbrock, Sandra Cole, and Tami O’Daniel will be assisting the consultants in the family Child Care Credential Work Group.
    - No information will be changed from the Family Child Care Credential knowledge, skills, and dispositions/benchmarks when reviewing for competencies. All will be embedded into competencies.
  - This work is set to be complete in December 2016 at which point it will be shared with the committees and then higher education faculty throughout the state.

- November 2016 –dates for face to face competency work groups.
  - December 2016 – telenet for final review with work groups.
  - January 2017 – competencies across all Credentials presented at PDAC Steering Meeting.
  - April 2017 – outreach to higher education institutions and share updated competencies during the Higher Education Forum.
- Redleaf Family Child Care Credential Curriculum Training
  - Red Leaf Family Child Care Curriculum training is almost complete.
  - There will be a Training of Trainers (TOT) on Friday, November 11 – Saturday, November 12, 2016 at INCCRRA.
  - Those attending the TOT must be in the Illinois Trainers Network (ITN).
    - CCR&R Training Coordinators are being asked to be intentional and recruit trainers with family child care experience.
  - The Family Child Care Credential Committee will review this training and assign Content Areas today.
- Town Square Website
  - Town Square Advisory Board met on October 22, 2016.
    - Erikson Institute is seeking funding for sustainability of the website.
  - Currently Town Square is offering webinars and modules for a half point in the Family Child Care Environment Management (FCEM) Content Area of the Family Child Care Credential.
    - Goal is to have the other half completed by June 2017 to offer a full point in FCEM.

### **Grand Victoria Grant Opportunities**

- Julie Lindstrom provided information regarding a two year grant from the Grand Victoria Foundation.
  - Focus of year one was on all Credentials.
  - Year two focuses on the Family Child Care Credential.
    - Goal of the grant is to increase the number of early childhood professionals attaining a Credential.
    - Grant funding can help to pay for resources and tools, including marketing, research materials, and advertising for the Credential.
    - Conduct a couple of survey surveys to go out in November 2016 with results reported to the Foundation in Spring 2017.
      - Surveys would be sent to both applicants who have and have not yet earned the Credential.
      - Juliet Bromer commented that she could provide help in forming some questions to help with the survey including questions on how the Credential helped providers to improve quality.
    - Funding can help with marketing for the Family Child Care Credential. Committee discussed ideas for marketing:
      - Let providers know that the Credential is available and be sure they know that it is tied to ExceleRate.
      - Find ways to reach out to license exempt provides.
      - Create resources that are family child care friendly.
      - Leverage and use provider associations throughout the state to spread the information.

- Let providers know what Credentials are and why they are important.
  - Julie will follow up with the FCC Committee in January or February 2017.
- Professional Development Advisory Council (PDAC) will hold its annual meeting on Friday, November 18, 2016 at Eastland Suites in Bloomington. Anyone interested in attending should contact Julie as soon as possible.

**State Goals Recommendation/Discussion**

- During our September Committee telenet, an ad-hoc work group was formed from the Family Child Care Credential Committee to *draft* a recommendation for family child care provider education qualifications (**Attachment A**).
  - Additional language was added (in red) to the rationale in support of the need for higher compensation. These additions were submitted by Faith Arnold.
  - In first paragraph, add language to reflect that this recommendation is referring to the licensee(s) who is the primary caregiver. Also add Section 408.45 to be inclusive of the Licensing Standards for Group Day Care Home.
  - Change sentence in first paragraph of rationale to read, “The committee recognizes that state agencies will develop strategies that support individuals currently working in the field and determine the most effective implementation dates and adjust these recommendations accordingly”.
    - Five finger vote was taken reflecting the recommendation with changes as above:
      - 5 Fingers – 7
      - 4 Fingers – 2
      - 3 Fingers – 0
      - 2 Fingers – 0
      - 1 Finger – 0
    - Recommendation passes
- Currently substitute caregivers are held to the same requirements as the licensee. The Committee felt strongly that there needs to be a recommendation for substitutes in addition to the licensed caregiver.
  - Discussion on forming a recommendation for substitutes included:
    - Suggest that substitutes have a different qualification threshold than the licensee.
    - Substitute providers are hard to find. If they are held to the same qualifications as the primary provider, will this provide a challenge/barrier to finding qualified substitutes for family child care?
    - Possibly suggest levels of substitutes depending on how long substitute is caring for the children would determine qualifications needed.
    - Based on the work on family child care in the state of Illinois our licensing regulations are outdated.
      - In family child care licensing regulations, they use the words substitute and assistant, but our assistant is often our substitute. This can be very confusing.

- Gateways Staff will use discussion from this meeting to draft a recommendation to be used as a starting point for further discussion during the November 17, 2016 Committee telenet.

### **Review Gateways Family Child Care Credential Portfolios**

- Gateways Family Child Care Credential – direct route portfolio review (**Attachment B**).
  - The FCC Credential Committee confirmed that the following applicants have met the requirements of the Family Child Care Credential:
    - ER Applicant 10 – approved for FCC Credential Level 5
    - ER Applicant 11 – approved for FCC Credential Level 5
    - DR Applicant 21 – approved for FCC Credential Level 5
    - DR Applicant 206 – approved for FCC Credential Level 2
    - LA Applicant 2 – approved for FCC Credential Level 4
      - Level Advance from Level 3 to Level 4

*Note: The following are post pilot applicants.*

- DR Applicant 14 – approved for FCC Credential Level 2
- DR Applicant 51 – approved for FCC Credential Level 2
- DR Applicant 28 – approved for FCC Credential Level 2
- DR Applicant 55 – approved for FCC Credential Level 2
- DR Applicant 70 – approved for FCC Credential Level 2
- DR Applicant 71 – approved for FCC Credential Level 4
- DR Applicant 11 – approved for FCC Credential Level 2
- DR Applicant 70 – approved for FCC Credential Level 3

### **Training and Course Description Review**

- Training and course descriptions were reviewed and assigned FCC Content Areas (**Attachment C**).

### **Marketing Strategies**

- Reach out to family child care provider associations throughout the state and provide them with information, materials, and resources about the Credential, ExceleRate, and other Gateways programs to benefit them.
- Find ways to get bulk information out to large organizations such as SEIU and IDCFS.
- Community Partners should have Credential knowledge to be able to give information on Credentials to training participants.
- Contact food program representatives to see if they could distribute information on Credentials to providers during visits.
- Use social media such as Gateways website, Facebook, and Twitter to reach out to family child care providers.
  - Conduct a giveaway of family child care resources through social media and ask providers to share, like, and comment for a chance to win.
  - Create a Facebook page specific to Family Child Care through Gateways.
- Revise the current marketing handout used to market the Family Child Care Credential. Suggestions included:
  - Changing the picture on the handout to directly affect family child care.

- Put “Family Child Care Credential” at the top of the handout.
- Add Gateways contact information and social media links.
- Emphasize the benefits and value of having a Family Child Care Credential. Suggestions included:
  - Credentials recognize you have the education, training, and experience to provide the highest quality services.
  - Gaining a Credential provides professional recognition.
  - Shows you are committed to your career.
  - May lead to higher wages, bonuses, or add-on payments through public incentives.
  - Recognize your professionalism and dedication to the families and children you serve.
  - Professional recognition of achievement and commitment beyond licensing standards.
  - Ask for direct quotes from those who have been awarded the Credential.

#### **Next Steps**

- Next telenet will be on Thursday, November 17, 2016 from 1:00 PM – 2:00 PM.

**Attachments available upon request**

**Adjourn**

