



PDAC FINANCIAL SUPPORTS COMMITTEE

Tuesday October 16, 2018

Telnet - 1:00 pm – 2:30 pm

Minutes

In attendance: , Alethia Travis, Amanda Cardin, Debbie Rogers-Jaye, Gail Nelson, Jill Bella, Laura Rios, Laurie Rhodes, Marcy Mendenhall, Rebecca Livengood, Toni Porter.

Welcome and Introductions

Tri-chair Announcement -

Introduced Marcy Mendenhall as the new tri-chair and explained to the committee how tri-chairs are being introduced to all committees to help maintain committee leadership through transition.

Updates from the Governor's Cabinet – Compensation Strategies Work Group

- Complete by end of September
 - Literature scan (cost of quality vs market rate, tax credits, cost of staff turnover, other compensation or broader workplace conditions)
 - Draft a communications plan – best practices from other states
- October – January
 - Consensus statements – hire a consultant
 - Analysis of compensation recommendations and downstream effects (potential returns and potential consequences)
 - These are items they may ask Financial Supports to review and offer feedback.
- February – March
 - Identify specific reactions from actors indicating support
 - Discuss consensus statement with Children's Cabinet
- June – May
 - Develop a strategy to mobilize actors & elevate educator voice
- Rebecca will attend NGA state convening meeting as part of the Illinois state team at the end of October.
- Two items they are requesting from Financial Supports are:
 - A list of suggested providers for listening sessions. Some suggestions from the Committee include:
 - Show diversity of center directors, providers, school districts, to represent the blending and braiding of funding.
 - Focus on the whole state, not just Chicago
 - Include private and publicly funded programs
 - The Committee was asked to send listening session suggestions directly to Rebecca Livengood.
 - If we have any questions we would like answered from other states at the cross convening
 - How are we integrating with the diversity and inclusion group, and increased compensation? What are other states doing to increase the compensation of specific skills (bilingual)

- The turn style of child care workers to school districts. How do we keep and retain staff?
 - Have we lost the messaging and marketing for retention and attraction to the field?
 - What collaborations are other states using with higher education institutions and what is their attitude about early childhood and encouraging attraction to the field. Advisors in Illinois are often steering people away from the field.
 - Collaborations with business community – and tax credits.
 - What are other states doing around loan forgiveness? What are states doing to help students who have graduated but still owe money and can't get transcripts?
- Two additional items were discussed by the committee, and the decision was made to share these items with workforce development and pathways.
 - Crisis in Chicago with city of Chicago expanding PFA into school districts and it opens up a risk for community programs losing 10-25% of current enrollment. The encouragement is for community programs to serve infants and toddlers, but that is not a simple transition.
 - Programs are looking for additional information and training on expulsion and suspension

Work of PDAC Financial Supports

- **Goal 2 Objective 1 – Great START & Scholarship - discuss ideas to target programs that meet ExceleRate staff requirements**
 - What is one way we could incentivize ExceleRate programs in using Great START or Scholarship?
 - What eligibility criteria would you suggest be changed or waived for ExceleRate Program staff?
 - How could we make access to these two programs easier for staff at ExceleRate programs?
- Brainstorming the questions above for Great START & Scholarship
 - Could we lower the one year requirement for gold and silver sites? What was the reason for the one year eligibility? In 2002-2003 it changed from 2 years to 1 year. Some of these items have not been addressed in many years.
 - Could we offer more credits?
 - If you are replacing a teaching staff in a gold or silver program they need to access scholarship sooner.
 - Do we revisit the threshold of the hourly wage? See programs below...
 - Would we pay 100% of course work for providers at a Gold program. 75% at silver, 50% at bronze? To build a pipeline and lift of the quality of care.
 - Two prong approach – incentivizing people to take advantage of programs but also incentivizing programs to take part in ExceleRate.
 - Programs who are trying to increase their quality also have a need to incentive staff.
 - Maybe Gold is 90 days and silver and bronze are 6 months and everyone else is 1 year.
- **ACTION: Laurie will lead the work to build a recommendation to incentivize ExceleRate providers/ programs to use Great START.**
- **ACTION: Marcy Mendenhall will lead the work to build a recommendation to incentivize ExceleRate providers/programs to use Scholarship.**
- **ACTION: Group will bring recommendations back to the committee in December.**

- **Goal 2 Objective 2 – Great START maximum hourly wage**

A discussion was led on the maximum hourly wage as it stands for Great START.

- Brainstorming about the Great START wage:
 - Does the Great START hourly wage hold down the field? Or how is it affected if you work in the city with a higher minimum wage?
 - What was the minimum wage when we set the \$15 for Great START?
https://www.huffingtonpost.com/reboot-illinois/a-minimum-wage-history-in_b_3569831.html
 - In 2001 Great START maximum wage was set at \$15 to be in line with the TEACH model for scholarship. It has not increased since 2001.
 - Do we look at a model that is based off education as well? Or based on position?
 - Our workforce has much better education today than it did in 2001.
 - The encouragement would be to make it more aspirational.
 - Include language in the recommendation to make it automatically shift with the minimum wage.

ACTION: Rebecca will lead the work to build a recommendation on the Great START maximum wage. Gail and Toni agreed to work as part of this small group.

- **Goal 3 Objective 1 – Student Loan Forgiveness Document**

- Alethia, Debbie Jaye and Joyce have been working closely on the student loan forgiveness document. The document has been updated and sent to INCCRRA in June 2018.

ACTION: Debbie Jaye will lead the small group work on possible distribution channels.

- **Goal 4 Objective 1 – Address work place conditions with program leaders**

- Identify tools that are already in existence to measure workplace conditions.
- Identify consultation models about workplace conditions
- Identify books, websites, reports, research and other related workplace conditions that are no compensation retention strategies.
- Connect with organizations that provide technical assistance to program leaders and create a list of available services and resources.
- Interviewing teaching and support staff on what is working at programs, as well as directors on successful non-compensation retention strategies.
- Exchange magazine reached out to McCormick to produce an edition specific to Directors.

Committee Updates

There were no additional committee updates.

Mark your calendars – upcoming telnet dates

- Tuesday December 4, 1pm – 2:30pm
- Tuesday February 5th 1pm – 2:30pm
- Tuesday April 2nd 1pm – 2:30pm
- Tuesday June 4th 1pm – 2:30pm

