



GATEWAYS TO OPPORTUNITY

Illinois Professional Development System

PDAC Higher Education Committee

May 24, 2021

Minutes

Carolyn Beal	Julie Lindstrom	Mikki Sherwood
Cathy Main	Kate Connor	Pat Chamberlain
Dawn Munson	Marie Donovan	Pat Steinhaus
Emily Dorsey	Melissa Batchelor	Rebecca Pruitt
Joni Scritchlow	Melissa Johnson	Sarah Gowler
Joyce Weiner	Melissa Szymczak	Thomas Pavkov
Julia Auch		

Welcome & Introductions

- Approval of Minutes – April 19, 2021 and April 26, 2021
 - The minutes were approved with changes.

PDG-5 Current Project Updates

- Gateways Credential Application Fee Waiver
 - The fee waiver has been extended into 2021 for new and level advance applications.
- Illinois Gateways ECE Credential Competency Project
 - The modules that were developed by faculty at National Louis University, Northern Illinois University, Illinois State University, Heartland Community College and Moraine Valley Community College are now being piloted during the spring, summer and fall semesters.
 - Survey data will be collected from faculty and students during the pilot.
 - The goal is to have 25 students test each module at two higher education institutions.
 - Modules will be available to entitled institutions in 2022.

PDG B-5 Projects Launching

- Gateways Infant Toddler Credential Competency Project
 - Released an RFP to entitled higher education institutions for the Gateways Infant Toddler competencies to be placed in modules, similar to the work of the ECE module project in 2020.
 - The project will begin in early June and conclude in December 2021 with four to six higher education institutions.
- Family Specialist Credential
 - Project will invite higher education institutions to submit their application for entitlement for the Family Specialist credential, those who do submit will be provide a stipend to cover the staff costs/time of applying and cross-walking of coursework.
- Gateways ECE Level 5 to PEL Pathway
 - Goal is to identify a clear transparent pathway for students.

- Faculty will be invited to participate in this project, invitations will be sent within the next few weeks.
- Prior Assessment of Learning
 - Goal is to develop a state-wide system for prior learning assessment.
 - Dr. Marie Donovan is our lead consultant on the project.

Workforce Data

- See attachment A.
- More than 25% of center directors hold a Gateways Director Credential.
- 22% of early childhood teachers hold a Gateways credential (Level 2-6).

Virtual Conversations

- Will continue to hold Virtual Conversation in FY22 during each quarter. We have altered the meeting times to morning, noon and afternoon to help reach additional faculty members.
 - Will continue to ask faculty for their input to make the Virtual Conversation meetings more interactive.

PDAC Strategic Plan Phase IX

- Each PDAC committee has submitted their plans to Steering where it was voted on and approved. The PDAC Strategic Plan now moves to the full PDAC for a vote on June 2nd. If PDAC votes to approve then as a recommendation it moves to IDHS for review and possible approval.
 - Higher Education Committee Priorities for FY22
 - The committee might want to wait on data collection, until we know what type of data the Consortium is collecting so we don't duplicate work.
 - The committee might want to focus on student data including barriers and barriers to completion.
 - It was suggested to compile a list of entities that the committee could partner with to gather data.
 - Data around the content test is a possible focus area.
 - The University of Illinois at Chicago has collected data regarding their students including the completion rate for the test, and test date cancellation rates.
 - Could request data from Illinois State Board of Education on the content test and add to Cathy Main's data collecting document.
 - Could use data or a survey that the Consortium collects around the well-being of the incumbent workforce and the barriers they are experiencing.
- Update on activities of the Consortium
 - There is a move to have a consortium across the state that would take Level 4/Associate degrees that would give automatic junior level status to students with recognition that a student would still need to complete general education curriculum once they transfer as a way to help alleviate transfer issues that are seen across the field.
 - With funding from the federal government there will be money for scholarships for students, but the funding is time limited.

- Committee could review the goals/objectives and organize as high, medium and low priorities for the fiscal year, or they could be prioritized as FY21, FY22 and FY23.
- Cathy Main shared the Updated Consortium Legislative Language document. The document was shared with committee members during the call.
- Melissa Szymczak announced that Joliet Junior College hired a faculty member to replace a faculty member who is retiring.
- Cathy Main announced that the University of Illinois at Chicago will be getting a new dean and provost.
- The Gateways ESL/Bilingual pilot will soon end. The Credential will be offered for levels 2–5.
- PDAC committee meetings will be held quarterly and in a virtual format for FY 22.
- Julia Auch had questions about the Gateways Scholarship program with Joni putting her in contact with the Gateways Scholarship coordinator to help answer her questions regarding program requirements.

Adjourn



THE WORKFORCE BEHIND THE WORKFORCE

A 2020 Snapshot of Illinois' Early Childhood Educators

The Illinois' Early Childhood Education Workforce 2020 report provides insight about nearly 100,000 directors, teachers, and assistants working in licensed and license-exempt centers and family child care (FCC) within the Gateways Registry. While these data do not encompass the entire birth through five workforce, they provide rich, descriptive insight about a significant number of early childhood (EC) educators in Illinois. We hope these key takeaways motivate you to read the full report and inspire new bodies of research on how the field can better support the EC workforce.

DIVERSITY

There is greater racial diversity among EC educators compared to teachers in public schools—47% vs. 16%. However, staff is predominately white in lead teacher and administrator positions.

BIPOC*

53% of assistant teachers

59% of FCC providers

64% of FCC assistants

*Black, Indigenous, and people of color

WHITE

62% of center administrators

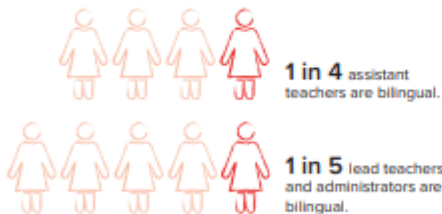
58% of lead teachers



Regionally, racial diversity of teaching staff mirrors the population they teach.

LANGUAGES

There is a growing bilingual population within the workforce.



OVER 50%

of bilingual center-based staff are younger than 35.

42% INCREASE

in ELLs served in K-12 since 2010, underscoring the need for more bilingual educators.

EDUCATION

The majority of directors and teachers in licensed center-based programs have completed a college degree, often completing more education than required by licensing.

COMPLETED AN AA OR HIGHER

85% of directors

68% of teachers

SOME COLLEGE NO DEGREE

Of 1,600 teachers who have taken college courses,

NEARLY 50%

have amassed 60+ credit hours—the equivalent of an AA.

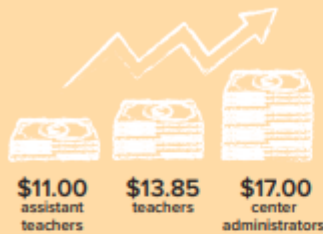


Teaching staff in Chicago have higher levels of education, partly because programs require higher qualifications.

SALARY

Wages are low compared to other occupations and vary based on education, attainment of Gateways Credentials, and ages taught.

HOURLY WAGES



\$1.40 less per hour

Teachers who work with infants and toddlers earn less than those who work with preschool age kids.



\$15.00 vs. \$12.50 per hour

Teachers with a BA earn more than those with a HS diploma or GED alone.

\$2,700 more per year

Teachers with a BA + Gateways ECE credential earn more than those with a BA alone.



PROFESSIONAL DEVELOPMENT

The Gateways Registry is frequently used by the workforce for high quality professional development, but there is opportunity for growth.



180+

entities offer quality-assured training via the Gateways Registry.

PERCENT OF DCFS TRAINING EARNED VIA GATEWAYS REGISTRY



67%
center
administrators



66%
teachers



64%
assistant
teachers

Not all DCFS required training was Registry-approved.



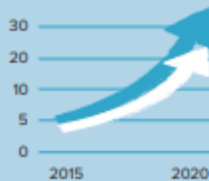
OVER 60%

of staff in licensed centers and FCC attended Registry-approved training, averaging 10-14 hours.

GATEWAYS TO OPPORTUNITY CREDENTIALS

There has been a dramatic increase in how many EC educators hold Gateways Credentials—5x in 5 years.

PERCENT OF EDUCATORS HOLDING GATEWAYS CREDENTIALS LEVELS 2-6



33%
center directors

22%
teachers

Black and Latinx center teachers and licensed FCC are more likely to hold Gateways Credentials than other races.



OVER 25%

of center directors now hold a Gateways Illinois Director Credential (IDC), compared to just 5% in 2015.



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