



# GATEWAYS TO OPPORTUNITY

## Illinois Professional Development System

### PDAC Higher Education Committee

**December 8, 2022**

### Meeting Minutes

Anne Pradzinski  
Bess Johnson  
Camille Gant  
Catherine Main  
Emily Dorsey

Julie Lindstrom  
Karen Yarbrough  
Leslie Layman  
Marie Donovan  
Marilyn

Marsha Shigeyo Hawley  
Mikki Sherwood  
Natalie Vesga  
Rebecca Pruitt  
Ruth Kimble

Rebecca Pruitt and Marsha Hawley welcomed members to the PDAC Higher Education Committee Meeting.

#### Presentations:

Bess Johnson, Illinois State Board of Education

- Teacher Residency Models
  - What are teacher residency programs?
    - Provide year-long clinical experiences, intensive supports from mentor teachers, and directly connect educators' pre-service experience and initial work as a teacher of record.
    - Place a teacher candidate in a classroom with a licensed teacher to learn alongside.
    - Coursework is taken in conjunction with the residency placement.
  - Benefits of a teacher residency program?
    - Gradual transition from observing to leading instruction.
    - Greater gender and racial diversity into the teaching workforce.
    - Increased teacher retention rates.
  - Higher Education Institutions participating in the FY20, FY21 and/or FY22 partnerships:
    - Aurora University
    - National Louis University
    - Roosevelt University
    - Loyola University
    - Northwestern Illinois University
    - Blackburn College
    - Western Illinois University
    - Southern Illinois University – Carbondale

- Apprenticeship Models
  - Workforce Crisis Overview
    - Illinois has a workforce shortage, not enough individuals willing/able to work in the ECE field.
    - Within the overall workforce shortage, not enough individuals have the needed qualifications (AA, BA PEL).
    - Low compensation for those in the field.
  - Actions and Investments
    - Need substantial investment in scholarships, such as the Early Childhood Access Consortium for Equity Scholarship (ECACE).
    - Pilot innovative funding mechanisms, such as the Strengthen and Grow Child Care grants.
  - Key components of federally registered apprenticeship
    - Employer involvement, where the employer signs on to Apprenticeship Agreement, identifies site based mentors and promotes workplace conditions that support professional learning.
    - Financial rewards for credentials and degrees, would include a contract between Illinois Department of Human Services (IDHS) and employer detailing funding for wage increases based on Gateways Credentials and degrees.
    - Classroom-based instruction, where participating institutions provide instruction leading to degrees and credentials funded through existing scholarship programs.
    - Structured on the job learning, designed by participating Illinois higher education institutions supervised by mentors trained and supported by institutions of higher education.
    - Industry Recognized Credentials, Degrees and Licenses, Apprentices obtain Gateways to Opportunity Credentials, degrees and Professional Educator Licenses.
  - To address the ECE workforce crisis, Illinois would like to implement a coordinated strategy to address the specific challenges faced by the field. The Illinois Department of Human Services (IDHS) Division of Early Childhood (DEC) would like to roll-out an apprenticeship model to bridge and connect scholarship programs leading to credentials and degrees with on the job training and mentorship.
  - Pilot
    - The pilot would have a geographic balance across Illinois regions with a focus on child care sites with less access to funding.
    - Would like 4-6 institutions of higher education (both 2- and 4-year) to participate.
    - 15-30 child care programs with 30-40 apprentices.
  - Child care employers would promote workplace conditions that support professional learning, identify mentors, and sponsor at least two apprentices.

- The higher education institutions would prepare apprentices for admission to ECE programs of study, assist in accessing scholarship opportunities, tutoring, and coordinate with mentors.
- Next Steps
  - Initiate IGA with intermediary
  - Develop the model
  - Launch and manage program

#### Approval of Minutes

- September 15, 2022
  - Ruth Kimble moved to approve the minutes.
  - Marie Donovan seconded the motion, minutes approved.

Emily Dorsey at the Illinois Early Learning Project, shared a resource link that was designed around early childhood professional education coursework resources and activities  
<https://publish.illinois.edu/iel-faculty-resources/>

#### Adjourn

