

**Professional Development Advisory Council  
April 27, 2018 Webinar**

Alicia Fatka	Jenny Kemp Berchtold	Pam Womack
Amanda Cardin	Jill Enchelmayer	Pat Chamberlain
Anni Reinking	Joan Longtin	Patricia Twymon
April Berthiaume	Johnna Daragh	Rebecca Livengood
Barb Christmas	Joni Scritchlow	Sandra Cole
Cindy Berrey	Joyce Weiner	Sandy Young
Dawn Munson	Julie Lindstrom	Sara Beach
Dawn Thomas	Marcy Mendenhall	Shanna Edison
Deb Widenhofer	Marge Holland	Sherial McKinney
Debbie Rogers Jaye	Marilyn Toliver	Stephanie Bernoteit
Diane King	Marsha Hawley	Stephanie Hellmer
Diane Richardson	Medina Bailey	Sue Jackson
Donna Coonce	Melissa Batchelor	Sue Moustakas
Elva DeLuna	Melissa Johnson	Tamara Notter
Gail Nelson	Melissa Szymczak	Tom Layman
Gayle Mindes	Miranda Lin	Tricia Broughtton
Jackie Farber		

**Welcome** – Deb Widenhofer and Marsha Hawley, Co-Chairs

**Review and Approval of Minutes (Attachment 1)** – Marsha Hawley

- January 26, 2018
  - Silence used as approval of the minutes.

**State Agency Direction to Inform PDAC Strategic Planning** – Deb Widenhofer

- Illinois Board of Higher Education – Stephanie Bernoteit
  - Illinois Proud: Completing College (Attachment 2)
    - Overall take-way is that if you are a college student who wants to finish your college education, Illinois is the best place in the country to embark on a college education. (whether starting at a community college, private or public university)
    - Illinois has the best completion rate at 74.4% for adult learners at a public universities.
    - Illinois ranks second (19.6%) in the nation for completion rates at four-year institutions among all community college students (full and part-time).
    - Illinois has the highest percentage (27%) of full-time community college students earning degrees at both their community college and a four-year institution.

**PDAC Strategic Planning** – Deb Widenhofer and Marsha Hawley

- **Steering** – Deb Widenhofer and Marsha Hawley, co-chairs
  - Timeline
    - Each committee has been refining and editing their goals since January.
    - All committee strategic plans will go to Steering on May 2<sup>nd</sup>.

- May 2 – June 2, 2018 INCCRRA marketing department will design the final version of the Strategic Plan: Phase VIII.
  - June 20, 2018 Strategic Plan is shared with PDAC.
  - July 1, 2018 implementation of the plan.
- **Qualifications and Credentials** – Stephanie Hellmer, QC staff liaison
  - Focus of the plan is on:
    - Will continue to align credentials to state and national initiatives.
    - Possible development of a Gateways ESL Bilingual credential.
    - Focus on coordinating responses to local and national workforce development initiatives, as well as promoting and incentivizing Gateways to Opportunity credentials.
- **Higher Education** – Stephanie Bernoteit, co-chair
  - Committee members have been very involved in the development of the goals and objectives.
  - Have developed four broad goals regarding higher education in Illinois.
  - Goals speak to supporting the on-going development of and implementation of a competency based qualifications system for the workforce, and increasing opportunities for the workforce to advance proficiency for children who are culturally and linguistically diverse.
- **Financial Supports** – Debbie Rogers Jaye, co-chair
  - The committee approved the final version of goals and objectives at their last telenet.
  - The committee has also begun to craft action steps to accompany the goals and objectives.
  - Financial Supports is working with the Governor’s Children Cabinet Compensation Group on several overlapping issues.
- **Information and Trends** – Dawn Thomas, co-chair
  - The Information and Trends Committee met over the phone last week to review the goals and objectives and will finalize before the Steering and PDAC meeting on June 20th.
- **Workforce Development and Pathways** – Johnna Darragh Ernst, co-chair
  - Goals and objectives include strategies to support implementation of the Career Lattice.
  - Pathways associated with the Gateways Credentials
  - Using levers and supports to collect and analyze data to strengthen utilization of Gateways Credentials.

**PDAC’s Influence on Power to the Profession** – Joni Scritchlow

- Marica Cox Mitchell presented the lunch keynote at the Gateways Higher Education Forum on April 20, 2018.
  - An update was given regarding the Power to the Profession decision cycles.
  - She encouraged attendees to respond to the decision cycles.
  - A theme from the keynote: If the profession doesn’t define its self, it will be defined for us.
  - Push back on the decision is a good thing, it means people are engaged in the conversation of how and what we want to say who is in the profession and what it means moving forward.
  - In the past few weeks some significant groups around the country have collectively taken individualized positions that do not support some of the decisions of Power to the Profession.

**Illinois’ Early Childhood Education Workforce Report** – Julie Lindstrom and Joni Scritchlow (Attachment 3)

- 41.7% of licensed center assistant teachers, 54.6% of licensed family child care providers, and 64.5% of licensed family child care assistants reported being Black or Hispanic/Latino.
- In licensed child care centers, more than half of the bilingual teaching staff are under 35.
- 71% of teachers and 84% of directors in licensed centers have completed an associate degree or higher.
- 20% of center directors now hold a Gateways Illinois Director Credential, compared to just 5% two years ago.
  - Department of Children and Family Services (DCFS) is working to place the ECE Credential in licensing as evidence that an individual does meet the qualifications required to be a teacher who is working in a licensed center, such as they did for the IDC.
- Licensed center teachers with an associate degree who work with infants and toddlers made \$12.00 per hour, while those working with preschoolers made \$12.46 per hour.

## Illinois Early Learning Council Quality Committee Connection to PDAC – Joni Scritchlow

- SB1829
  - SB 1829 passed the Senate Education Committee, it now awaits Senate and House action.
    - Allows for the capacity of an individual who can evidence their Gateways ECE Level 5 credential gives them the opportunity to teach in a Preschool for All classroom while on a pathway to gain their PEL.
      - Following the final language and/or amendments that comes out of the legislative process a pathway will be designed.
    - SB 1829 included support for transitional bilingual educators who have a B.A. who are working in Pre-K through high school settings.

### Advocacy/ State Budget

- Grow Your Own (HB4882) bill that passed out of the House which amends the previous Grow Your Own Teacher Education Act.
- House Bill 1132 as amended by House Amendment 1 has three types of tax credit embedded in the bill.
  - Bill in progress, was introduced on 4.26.18.
    - Parents could receive a tax credit. The amount of the tax credit is based on the level of quality of the center (Gold/Silver etc.).
    - Child Care providers could receive a tax credit for those who have children in their programs in the CCAP Program. Providers could receive a tax credit per child.
    - Child care center employees could receive tax credits based on levels attained of the Gateways to Opportunity Credentials.

### Member Announcements

- No announcements were made.

### Adjourn

- Please note the time of the PDAC telenet in June. The telenet will begin at 1:30PM.

**Next PDAC Telenet is June 20, 2018 1:30PM until 3:00PM**



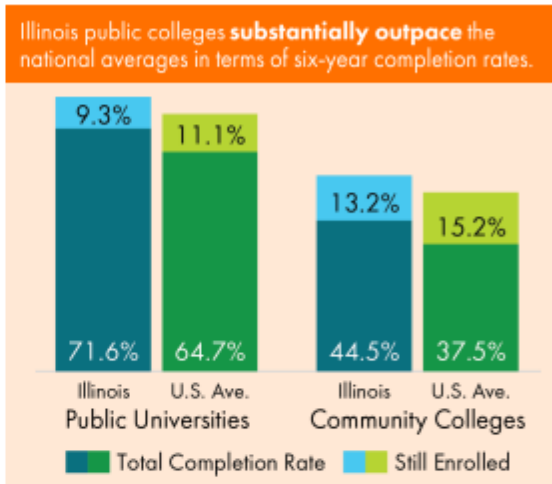
ILLINOIS BOARD OF HIGHER EDUCATION

# ILLINOIS PROUD: COMPLETING COLLEGE

A COMPARATIVE PROFILE OF ILLINOIS HIGHER EDUCATION

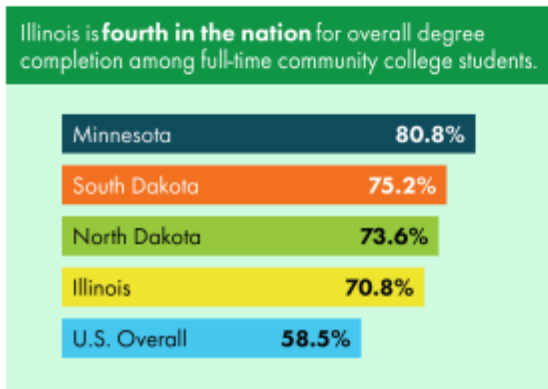
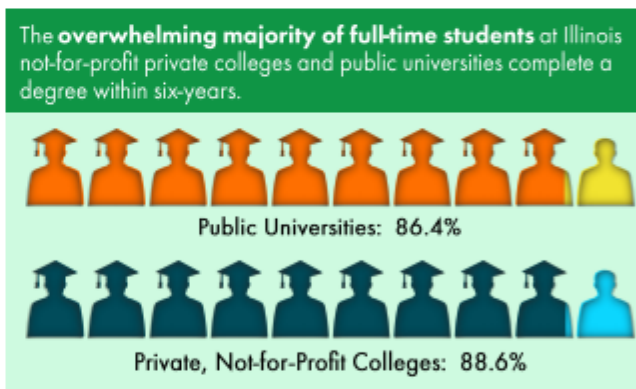
Illinois is **best in the nation** in completion rates for adult learners at public universities and **ranked second** only to Washington, D.C., among not-for-profit private institutions.

Note: Adult learners are age 25 years and older



Illinois ranks **second in the nation** for completion rates at four-year institutions among all community college students (part-time and full-time).

National Ave.: **14.7%**



Illinois also has the **highest percentage** of full-time community college students earning degrees at both their community college and a four-year institution.

National Average: **17.0%**

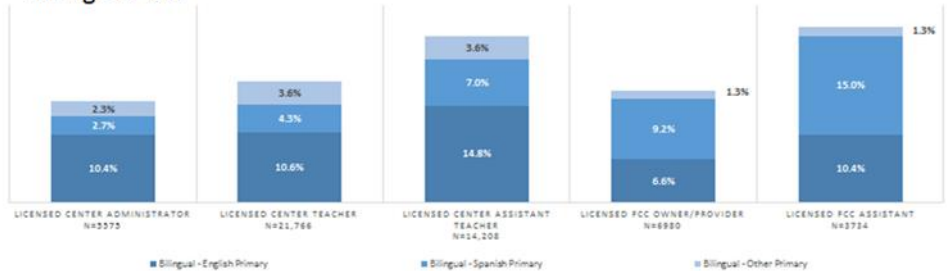
**1. Staff working in licensed child care settings are diverse, especially assistant teachers, family child care providers, and family child care assistants.**

- Overall, 41.7% of licensed center assistant teachers, 54.6% of licensed family child care providers, and 64.5% of licensed family child care assistants reported being Black or Hispanic/Latino.
- At a regional level, the diversity of teaching staff generally mirror the diversity of the population of Illinois as a whole, with staff in northern counties reflecting greater diversity than those in southern counties.

Race/Ethnicity	Licensed Center			Licensed Family Child Care	
	Administrator (N=456)	Teacher (N=2123)	Assistant Teacher (N=15,704)	Owner / Provider (N=6883)	Assistant (N=3644)
White	64.1%	62.6%	51.1%	42.5%	32.0%
Black	22.3%	19.3%	21.5%	37.9%	34.1%
Hispanic/Latino	8.2%	11.3%	20.2%	16.7%	30.4%
Asian	3.3%	3.6%	3.4%	1.1%	1.3%
Multi-Racial	0.8%	1.4%	1.8%	0.6%	1.3%
Other	1.3%	1.8%	2.0%	1.2%	0.9%

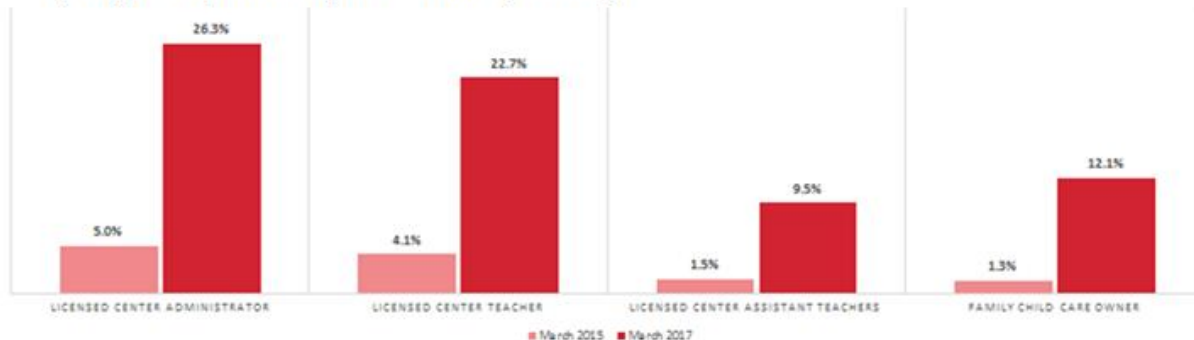
**2. There is a strong bilingual population within the workforce.**

- More than 10% of assistant teachers, family child care providers, and assistants reported speaking Spanish or another language as their primary language, and English as a second language.
- In licensed child care centers, over half of the bilingual teaching staff were under the age of 35.



#### 4. There has been a dramatic increase over the last two years in the percentage of the workforce that holds Gateways to Opportunity Credentials.

- The percent of licensed center directors holding a Gateways ECE Credential increased from 5% in 2015 to 26% in 2017. Teachers holding an ECE Credential increased from 4% to 23% during that same time period.
- Nearly 20% of center directors now hold a Gateways Illinois Director Credential (IDC), compared to just 5% two years ago.



#### 6. Wages are low compared to other occupations and vary based on education, attainment of Gateways Credentials, and ages of children served.

- The median hourly wage for teachers in licensed centers was \$12.50, but increased to \$13.64 for those with a bachelor's degree.
- Teachers who had earned an ECE Credential in addition to a bachelor's degree earn nearly \$1700 more per year than those with the degree alone.
- Licensed center teachers with an associate degree who work with infants and toddlers made \$12.00 per hour, while those working with preschoolers made \$12.46.

\$18.29