



GATEWAYS TO OPPORTUNITY

Illinois Professional Development System

Professional Development Advisory Council

September 15, 2017

Joint Meeting with ACCESS and ILAECTE

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| Alexis Myers | Janice Moenster | Melissa Szymczak |
| Alicia Fatka | Janis Jones | Miranda Lin |
| Amanda Cardin | Jean Zaar | Nancy Gaumer |
| Amanda Quesenberry | Jennifer Alexander | Nancy Latham |
| Andrianna Smyrniotis | Jodi Becker | Olga Torres |
| Andy Hand | Joellyn Whitehead | Pat Steinhaus |
| Anni Reinking | Johnna Darragh | Paula Luszcz |
| Ashley Becker | Joni Scritchlow | Rebecca Livengood |
| Beth Knight | Joyce Weiner | Rebecca Pruitt |
| Cathy Main | Julie Lindstrom | Renee Detloff |
| Cerathel Burnett | Julie Swanberg | Robert Hitchen |
| Cheryl Joseph | Karen McCarthy | Robin Miller Young |
| Christy Allen | Kate Connor | Sara Beach |
| Cindy Berrey | Larrisa Mulholland | Shallie Pittman |
| Danen Busch | Lauri Morrison Frichtl | Shanna Edison |
| Dawn Munson | Lorri Fabry | Stephanie Bernoteit |
| Dawn Thomas | Lou Anne Mills | Sue Langwell |
| Deb Clark | Lynn Burgett | Susan Bowers |
| Deb Widenhofer | Marcy Mendenhall | Tammy Landgraf |
| Debbie Rogers Jaye | Marge Holland | Tammy Notter |
| Diane King | Marilyn Toliver | Tanginia May |
| Elizabeth Sherwood | Marsha Hawley | Teri Lamb |
| Elva DeLuna | Martha Latorre | Tina Dimmitt Salinas |
| Faith Arnold | Melissa Batchelor | Toni Potenza |
| Gail Nelson | Melissa Johnson | Wendy Mertes |

Greetings and Introductions – Joni Scritchlow, INCCRRA

- Joni introduced the Co-Chairs of PDAC, ACCESS and ILAECTE

Welcome – Deb Widenhofer and Marsha Hawley, PDAC Co-Chairs, Melissa Johnson ACCESS Chair, and Rebecca Pruitt ILAECTE.

- Each Co-Chair welcomed attendees to the meeting.

Gateways Credential Movement to Competencies

- **Illinois Board of Higher Education** – Stephanie Bernoteit

- The Governor’s Cabinet on Children and Youth met on September 7, 2017. A focus of the meeting was on early childhood workforce development which is a priority of the Cabinet.
 - At the meeting Cathy Main presented the results of the survey conducted through the University of Illinois on workforce needs.
 - Of those who responded to the survey a lowering of standards for potential or existing staff was not mentioned.
 - The Children’s Cabinet has a series of ECE workforce projects underway.
- At the recent P20-Council meeting the Kindergarten Individual Development Survey (KIDS) assessment was discussed.
 - Tony Smith, State Superintendent of Education, commented that the assessment is not about evaluating kindergarten programs, the work is about using the tool to help inform communities about what happens to children and families from birth until they come to kindergarten and support learning as children move forward.
- Stephanie highlighted the Gateways Illinois ECE Career Pathway in order to ensure continuity of preparation no matter where they are taking classes or attaining professional development linked to the NAYSE standards.
- Higher Education is not a barrier, to these important efforts. Faculty and administrators in higher education understand how important is to support students to succeed to do it in effective and efficient ways and to promote quality every step of the way. They are partners in this work and the Early Childhood and Education field has been doing it for a long time, they are exemplars in having created flexible pathway and points of entry depending on experience.
- **Illinois Community College Board – Ashley Becker**
 - ICCB is in communication with the Governor’s staff about the good work higher education is engaged in for students.
 - The importance of increasing compensation in the field was acknowledged.
 - The Gateways Career Lattice is important as it shows multiple ways students can increase their career options.
 - Need to break the division of K-12 vs ECE in the higher education structure.
 - Need to educate guidance counselors and administrators of the different career opportunities a person with an ECE degree can attain.
- **Illinois Network of Child Care Resource and Referral Agencies – Joni Scritchlow**
 - Early Childhood careers are expected to grow by 14%. The field is already experiencing gaps at centers in hiring.
 - According to a New York Times report, early childhood is one of the few employment fields that cannot be mechanized or outsourced.
 - The Early Childhood Educator Preparation Program Innovation (EPPI) grants were the impetus for reviewing credentials and moving them towards competencies.
 - Joni highlighted the higher education state map of schools entitled for the ECE Credential.
 - Meetings will be held in the next few months regarding when the Gateways ECE Credential could be placed in DCFS licensure. When those changes go out for public comment, please be responsive to emails that will be sent to you in order to lend support and to think about how integrating the ECE Credential into licensing helps to standardize the field and gives us commonality.

Gateways Credential ECE Career Lattice and Framework (Attachment1) – Joni Scritchlow

- Joni shared the draft of the Gateways to Opportunity ECE Career Lattice.
- The Career Lattice first draft shows that ECE Credential is foundational with TA, IDC, ITC and FCC building off the knowledge the ECE Credential provides.
 - If you have thoughts on the document please share with Joni at jscritchlow@inccrra.org

i2I Survey Preliminary Findings (Attachment2) – Cathy Main

- Survey reached a diverse sample of 706 ECE hiring managers.
- The survey showed 37% of ECE positions turned over or remained unfilled.
- Lead Teacher positions are the most difficult to fill. On average it takes 10.9 weeks to hire a Lead Teacher Preschool, 13.1 weeks to hire a Lead Teacher Infant Toddler.
- Inadequate pay is the biggest barrier to retaining Lead Preschool Teachers.
- When programs were asked what resources do they need to hire staff for their programs they responded:
 - Funding (salaries, benefits, administrative expenses).
 - Larger pool of qualified candidates.
 - Resources for finding qualified candidates.
 - Pathways for current staff to attain degrees certificates.
- Challenges indicate a vicious cycle that impacts program quality.

ECE Workforce Data (Attachment3) – Joellyn Whitehead

- More programs are experiencing turnover in all positions.
- Fewer applicants for positions are DCFS qualified.
 - Director/Teacher 45.4% in FY15 compared to 47.8% in FY13.
 - Early Childhood Teacher 39.7% in FY15 compared to 53.3% in FY13.
- Compensation and benefits are seen as primary barriers to hiring.
- More than 134,000 have joined the Registry since July 2009, with 80,048 active members.
- What percent of the workforce has completed a college degree:
 - Licensed Center Administrator 84%.
 - Licensed Center Teacher 71%.
 - Licensed Center Assistant Teacher 33%.
 - Family Child Care Owner 37%.
- How do wages vary with increased levels of education:
 - HS/GED for a licensed center asst. teacher \$10.00, with a graduate degree \$13.00.
 - HS/GED for a licensed center teacher \$11.50, with a graduate degree \$14.82.
 - HS/GED for a licensed center director \$14.00, with a graduate degree \$20.19.

Illinois Department of Human Services – Olga Torres

- Olga took Anne Wharff position; Claudia Fabian replaced Holly Knicker.
- Interested Temporary Assistance for Needy Families (TANF) clients are taking trainings to potentially be hired by CCR&R's as licensed exempt monitors.

Power to the Profession – Marsha Hawley

- Power to the Profession is an initiative by NAEYC.
- Power to the Profession is a two-year collaborative effort to establish the shared framework of knowledge and competencies, qualifications, standards of practice, and compensation for all early childhood educators.

- If you are interested in receiving updates that include opportunities to be a part of the conversation send an email to p2p@naeyc.org

Working Lunch: Report Back – Deb Widenhofer

- Compensation Group
 - Need to educate people on blended funding.
 - One time funding is not sustainable.
 - Need to make bold steps.
- Research Topics Group
 - Southern Illinois University at Edwardsville (SIUE) working on a grant on the effects of assimilation.
 - Northern Illinois University (NIU) Readiness Study on preschool readiness.
- ECE Workforce Data
 - Need to better use data to position or to inform work.
 - How to share data outside of the ECE field.
- Community College Perspectives
 - Need to use data differently in the state (Chicago vs down state).
- i2I Focus on Workforce Development and Raising Awareness
 - Need to break down barriers for students.
 - Better access to apprenticeships- Higher Education needs to own this process.
- Gateways to Higher Education Forum
 - The Forum will be held on April 19th and April 20th 2018 at the Doubletree Hotel in Bloomington.
 - A RFP process will be used for forum presentations.

The meeting was adjourned with ACCESS members meeting separately. ILCAETE members will stay with PDAC members to hear about SB 1829 before holding their meeting. PDAC business meeting minutes are attached.



Gateways to Opportunity® Career Lattice

IDC: Illinois Director Credential

TA: Technical Assistance Credential

ECE: Foundational Early Childhood Education required for all Credentials

ITC: Infant-Toddler Credential

FCC: Family Child Care Credential

