

PDAC Minutes April 26, 2019

Amanda Cardin Joni Scritchlow Olga Torres
Bela Mote Joyce Weiner Pam Womack
Bethany Patten Julie Lindstrom Pat Steinhaus

Brenda Eastham Karen McCarthy Penny Williams Wolford Cathy Main Laura Rios Rebecca Livengood **Cerathel Burnett** Lauri Morrison Frichtl Rebecca Pruitt Christi Chadwick Laurie Rhodes Renee Detloff Cindy Berrey Leslie Layman Ruth Kimble Cindy Mahr Marcy Mendenhall Sara Beach **Dawn Thomas** Marge Holland Shanna Edison Debbie Rogers Jaye Marsha Hawley Sharyl Robin Diane Scruggs Medina Bailey Shauna Ejeh

Gail Nelson Melissa Batchelor Sheri Fang
Jamilah R. Jor'dan Melissa Johnson Stephanie Bernoteit

Joan LongtinMelissa SzymczakTammy KingJoellyn WhiteheadMelissa WalterTammy NotterJohnna Darragh ErnstMikki SherwoodTeri TalanJoleen PattonMiranda LinTerri Lamb

Thomas Pavkov

PDAC Steering Welcome

• Attendees were welcomed to the telenet and Marsha read the mission, vision and values of PDAC.

Review and Approval of Minutes

- November 16, 2018 Annual Meeting (Attachment 1)
 - o Laurie Rhodes moved to accept the minutes.
 - Jamilah R. Jor'dan seconded the motion.
- Highlights from the Annual Meeting survey results were shared.
 - More than 47% of the responders to the survey were from state agency representatives or advocacy representatives.
 - o 40% of staff who left their position in the past year did so to pursue a career outside the ECE field.

Early Childhood Educator Compensation in Illinois

- Bethany Patten from the Governor's Office of Early Childhood Development (GOECD) presented on the Early Childhood Educator Compensation work.
- The project includes cross-sector statewide groups led by GOECD.
- Working with Illinois Action for Children to analyze policies that were identified through research and to model policies that might be enacted in an Illinois context.
- Currently engaging stakeholders to seek feedback on a draft consensus statement.
- Proposed polices include:

- Develop a wage and salary schedule.
- o Expand compensation language in contracts.
- o Incorporate compensation into QRIS/ExceleRate and tiered reimbursement.

Salary and Staffing Survey

- The survey has been sent by email to licensed child care centers and licensed family child care homes.
 - o Approximately 500 completed surveys have been returned.
- Currently preparing a USPS mailing that will be mailed to all licensed child care centers and licensed family child care homes. Expect the mailing to be sent within the next few weeks.
- The survey is state mandated and sent every other year. The report is expected to be published in April 2020.

Recommendations from the Financial Supports Committee (Attachments 2, 3, 4, 5)

- RECOMMENDATION: Individuals working at a Silver or Gold Circle of Quality ExceleRate Illinois child care
 center and/or family child care/group home could access Great START after 90 days of employment. All other
 eligibility requirements must also be met.
 - o **RATIONALE:** Current eligibility for Great START requires a full year of employment. Lowering the employment requirement will incentivize child care programs to participate in ExceleRate and reward those programs that have already achieved a Silver or Gold Circle of Quality. The field has expressed the struggle to find and retain qualified staff. This would allow high quality programs to reward and retain staff quicker using the Great START wage supplements.
 - The Recommendation was approved.
- **RECOMMENDATION:** Individuals working at a Bronze, Silver or Gold Circle of Quality ExceleRate Illinois child care center and/or family child care/group home could access the Gateways Scholarship Program after 90 days of employment. All other eligibility requirements must also be met.
 - o **RATIONALE:** Current eligibility for the Gateways Scholarship Program requires a full year of employment. Lowering the employment requirement will incentivize child care programs to participate in ExceleRate and reward those programs that have already achieved a Bronze, Silver or Gold Circle of Quality. The field has expressed the struggle to find and retain qualified staff. This would allow programs to place staff on a professional development path using the Gateways Scholarship soon after employment.
 - The Recommendation was approved.
- **RECOMMENDATION:** Prioritize federal and state funding to Great START and Gateways Scholarship.
 - o **RATIONALE:** Recommendations from the Financial Supports committee will increase the number of applicants that are able to access Great START and the Gateways Scholarship Program. Having these programs stable and reliable are key to individuals accessing and using the resources to increase education levels and compensation. The Gateways Scholarship program depleted funding in January of FY19. Additional funding is needed to continue to offer this resource to increase the education level of child care providers. As additional funding is made available through the Child Care Development Block Grant and other initiatives these two programs should be given priority.
 - The Recommendation was approved.
- RECOMMENDATION: Raise the maximum salary for Great START to \$20 per hour or \$41,600.
 - RATIONALE: The Great START maximum hourly wage is currently set at \$15 per hour or \$31,200. The maximum wage has not been increased since the inception of the Great START program in 2001. However, minimum wage in Illinois has increased seven times since 2003 from \$5.15 per hour in 2003 to \$8.25 per hour currently. Minimum wage will increase July 2019 to \$13.00 within the city of Chicago. Increasing the minimum wage to \$15.00 statewide has been identified as a priority in the current administration. The Great START program is overdue for a maximum wage increase to match and align to the Illinois minimum wage.

Parity must be established for educated child care professionals to receive compensation equal to teachers in the public school system. Using a \$40,000 minimum teacher salary passed by legislators, but vetoed by our last governor, the Great START program can be leveraged to fill the parity gap across education systems. Data shows that the current median hourly wage for teachers in a licensed center was \$12.50. By setting the maximum hourly wage at \$20 per hour it allows Great START to be one tool used to bring child care professionals closer to compensation parity at the proposed minimum starting salary for teachers in the public school system.

The Recommendation was approved.

Early Childhood Efforts at City College (Collaborative Models for Supporting a Diverse ECE Workforce)

- Leslie Layman from Truman College and Cathy Main from the University of Illinois at Chicago gave a PowerPoint presentation.
- Goal of The Chicago Early Learning Workforce Scholarship is to increase access to higher education certification
 and licensure programs for educators in Chicago to build a more diverse and highly trained workforce to meet
 the needs of children in Chicago.
 - Chicago has invested more than \$6 million dollars into the project.
 - The scholarship for both students pursuing additional education credentials and those interested in beginning a career in ECE.
 - Partners in this effort include: the Chicago Mayor's Office, Department of Family Support Services (DFSS), INCCRRA, University of Illinois at Chicago (UIC), National Louis University (NLU), and City Colleges.
 - For fall of 2018, more than 500 students expressed an interest in being a part of the project.
 - Created a high school bridge cohort where high school junior/senior students take early childhood course work at City Colleges and have paid internships.
- The University of Illinois at Chicago has an Alternative Licensure (Residency) Program.
 - It is a post-baccalaureate partnership program between City of Chicago Early Learning Scholarship program and the University of Illinois at Chicago.
 - o Includes an intensive test preparation program.
 - Has a cohort/residency component for participants.
 - 41 teachers are involved for the spring 2019 semester.

Information Connected to the Work of PDAC

- Illinois State Board of Education
 - o RFPs were issued for Prevention Initiative, Preschool For All, and Preschool for All Expansion.
 - Programs are eligible to write for new slots.
 - Proposals are due on June 10, 2019.
 - The Pyramid Model
 - To support a statewide roll-out of The Pyramid Model, a Cross Systems Team will be attending the annual Pyramid Model meeting.
 - Kindergarten Individual Development Survey (KIDS)
 - 2018 data has been released to school districts. The data is currently embargoed until mid to late June. A public report is anticipated at that time.
- Illinois Board of Higher Education
 - Stephanie shared the "Illinois Proud: Completing College" document with PDAC.
 - Illinois is the best in the nation for completion rates at four-year institutions among all community college students (full/part – time).
 - Illinois is third in the nation in completion rates for adult learners at public universities and not-for- profit private colleges.
- Governor's Office of Early Childhood Development
 - Regarding Dual Credit/Dual Enrollment focus is on increasing access to Gateways ECE Credential Level
 2 for high school students and continuing support for the attainment of the Gateways ECE Credential
 Level 1.

- o More than 100 high schools are offering the Level 1 ECE Credential.
- During this program year more than 3,800 students have attained an ECE Level 1 Credential, close to
 9,000 students have attained the ECE Level 1 Credential since inception.
- o Pathway to a PEL currently sending out a survey to PFA directors.
- Under the Workforce Project: a messaging strategy group has been formed and have created a draft brochure on early education for high school and college students. It will be sent to guidance counselors to get their feedback before finalizing.
- The P-20 Council recently met with recommendations that were put forth from the Education and Workforce Data Task Force. Their goal is to strengthen the infrastructure with-in the state to inform decisions and actions related to education and workforce information. Have as yet to build capacity data analysis.
- The Preschool Development Grant Birth through Five (PDG B-5)
 - Activity One: Statewide Needs Assessment
 - Activity Two: Statewide Strategic Plan
 - Activity Three: Parental Choice and Knowledge
 - Activity Four: Share Best Practices
 - Activity Five: Improve Quality
- State Landscape
 - o Joyce Weiner provided a handout on recent legislative actions (Attachment 6)
- Illinois Department of Human Services
 - Cindy Wall has accepted the position of Bureau Chief of Quality Initiatives. She will work with Program Development, Quality Improvements, Migrant and Seasonal Head Start, and Head Start Collaboration.

Higher Education

- 94% of all ECE higher education institutions have aligned their course work to the Gateways to Opportunity Credentials.
- Faculty Fellows work is underway. Faculty Fellows are reviewing competencies and the aligning of assessments.

ESL/Bilingual Credential Development

Currently reviewing the RFP's from pilot schools. Pilot offers will be made to schools in the next few weeks.

Committee Reports

- Qualifications and Credentials
 - Another decision cycle has been released by NAEYC regarding the Power to the Profession. QC will continue to monitor activities and bring to PDAC.
- Workforce Development and Pathways
 - o The committee is drafting a pathway infograph with a focus on high school students.

Announcements

• Next PDAC telenet will be held on June 28, 2019.

Adjourn







RECOMMENDATION FOR APPROVAL

DATE: February 5, 2019

COMMITTEE MAKING RECOMMENDATION: PDAC Financial Supports Committee

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PDAC Financial Supports Committee

Approved: X Date: 2/21/19

Disapproved: Date:

DISPOSITION:

PDAC Steering Committee

Approved: X Date: 3.13.19

Disapproved: Date:

DISPOSITION:

PDAC

Approved: Date: Disapproved: Date:

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IDHS, Bureau of Child Care and Development

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Approved: Date: 2/5/19
Disapproved: Date:

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Sources: https://www2.illinois.gov/Pages/news-item.aspx?ReleaseID=19609 https://www.huffingtonpost.com/reboot-illinois/a-minimum-wage-history-in_b_3569831.html https://www.chicagotribune.com/news/local/politics/ct-met-bruce-rauner-minimum-teacher-salary-20180826-story.html





Attachment6

Update on Teacher Licensure Legislation – IL General Assembly 2019

Each of the bills outlined below, with the exception of SB2091, have passed from their originating chamber in the IL General Assembly to the other legislative chamber.

"Slipping" as a Proponent (in Favor of) or an Opponent (in Opposition to) to a bill;

As the member of an organization or as an individual, people can let legislators know about their position on specific pieces of pending legislation by electronically filing a witness slip. A witness slip is a public record that can be submitted in advance of a scheduled legislative committee hearing. Click here for detailed directions on filing a witness slip. Instructions are on pages 10-12. On page 11, register on behalf of an organization or as an individual by registering as "self". Please note that you will not be able to file a witness slip for any bill until that bill is formally posted to a scheduled House or Senate committee hearing.

2019 IL General Assembly Bills Linked to Teacher Licensure

IL - HB256 SCH CD-STUDENT TEACHER-VIDEO

Last Action: Referred to Assignments (April 12, 2019)

Primary Sponsor: Representative Will Guzzardi (D)

Summary: Amends the Educator Licensure Article of School Code. Provides that, beginning with the 2019-2020 school year, in order to obtain a license under the Article, a student teacher candidate may not be required to videotape himself or herself or his or her students in a classroom setting. Effective immediately.

IL - HB423 EDUCATION-TECH

Last Action: Referred to Assignments (April 12, 2019)

Primary Sponsor: Representative Sue Scherer (D)

Summary: Amends the School Health Center Act. Makes a technical change in a Section concerning the short title.

Amendments:

<u>House Amendment 001:</u> Replaces everything after the enacting clause. Amends the School Code. Repeals a Section requiring a system of examinations for the issuance of educator licenses. Provides that a candidate in a teacher preparation program must receive a letter grade of at least a "C", or its equivalent, in his or her student teaching program to obtain the license. Makes conforming changes. Effective July 1, 2020.

House Amendment 005: Replaces everything after the enacting clause. Reinserts the provisions of the introduced bill as amended by House Amendment No.1 with the following changes. Restores provisions requiring the completion of a teacher performance assessment and a test of content area knowledge for the issuance of certain educator licenses. Makes the provisions removing the requirement of passage of a test of basic skills applicable until June 30, 2025. Provides that, on or before July 1, 2025, the State Board of Education must reevaluate the method it uses to score a content area knowledge test and may adopt rules to make any changes to those methods. Removes the provision requiring a candidate in a teacher preparation program to receive a letter grade of at least a "C", or its equivalent, in his or her student teaching program to obtain the license. Makes conforming changes. Adds an immediate effective date (rather than a July 1, 2020 effective date).

IL - SB1901 SCH CD-ALTERNATIVE EDU LICENSE

Last Action: Arrived in House (March 27, 2019)

Primary Sponsor: Senator Chuck Weaver (R)

Summary: Amends the Educator Licensure Article of the School Code. With regard to the fee Section, moves and changes a provision concerning the license renewal fee for an Educator License with Stipulations with a paraprofessional educator endorsement. With regard to the alternative educator licensure program, provides that, in addition to other requirements, an individual must pass the State Board of Education's teacher performance assessment (rather than pass the assessment of professional teaching) no later than the end of the first semester of his or her second year of residency (rather than before entering the second residency year). Effective immediately.

IL - SB1952 TEACHERS-VARIOUS

Last Action: Referred to Rules Committee (April 11, 2019)

Primary Sponsor: <u>Senator Andy Manar (D)</u>

Summary: Amends the Downstate Teachers and State Universities Articles of the Illinois Pension Code. Requires an employer to make an additional employer contribution for a participant whose earnings for any academic year used to determine the final rate of earnings exceed the amount of his or her earnings with the same employer for the previous academic year by more than 6% (instead of 3%). Makes conforming changes. Amends the School Code. Allows each school district to provide a salary to a student teacher employed by the district and fix the amount of that salary.

Removes the requirement of the passage of a test of basic skills for obtaining certain Professional Educator Licenses and Educator Licenses with Stipulations. Effective immediately.

Amendments:

Senate Amendment 001: Replaces everything after the enacting clause. Reinserts the provisions of the introduced bill with the following changes. With regard to endorsements on licenses, provides that, for a special education endorsement in the area of Early Childhood Special Education, an individual may satisfy the student teaching requirement of his or her early childhood teacher preparation program through placement in a setting with children from birth through grade 2, and the individual may be paid and receive credit while student teaching. Provides that the student teaching experience must meet the requirements of and be approved by the individual's early childhood teacher preparation program. Provides that, subject to appropriation, an individual who holds a Professional Educator License and is employed for a minimum of one school year by a school district designated as Tier 1 under the evidence-based funding formula may, after application to the State Board of Education, receive from the State Board a refund for any costs associated with completing the teacher performance assessment required to obtain his or her license. Effective immediately.

<u>Senate Amendment 002:</u> Provides that, for an early childhood education endorsement (rather than a special education endorsement in the area of Early Childhood Special Education), an individual may satisfy the student teaching requirement of his or her early childhood teacher preparation program through placement in a setting with children from birth through grade 2, and the individual may be paid and receive credit while student teaching.

Bills Related to Student Financial Supports

IL -SB2091 HGHR ED-EARLY CHILDHOOD GRANT

Last Action: Rule 2-10 Third Reading Deadline for Senate Passage Extended to May 2, 2019

Primary Sponsor: Senator Omar Aquino (D)

Summary: Amends the Higher Education Student Assistance Act. Provides that, beginning with the 2019-2020 academic year, the Illinois Student Assistance Commission must implement and administer a program to award Early Childhood Workforce Free College grants to all eligible child care workers seeking an associate or bachelor's degree from a public institution or a regionally accredited, online-only early childhood education degree program; defines terms. Specifies grant eligibility and renewal requirements. Creates the Early Childhood Workforce Advisory Committee to advise the Commission on all matters relating to the Early Childhood Workforce Free College grant program and on the ways to improve and expand the early childhood workforce in this State. Provides for the membership and support of the Committee and requires the Committee to (i) study and make recommendations to the Commission that are related to the implementation of the Early Childhood Workforce Free College grant program, (ii) conduct an analysis from data received by the Commission to ensure the program is at full utilization, (iii) address access issues to the program, including, but not limited to, geographic, financial, cultural, and workplace settings, and (iv) address ways to expand the early childhood workforce in this State. Amends the State Finance Act to create the Early Childhood Workforce Free College Fund. Effective immediately.

Amendments:

Senate Amendment 001: Expands the definition of "child care worker". Changes the definition of "early childhood degree program" to a regionally accredited degree program (rather than online degree program) administered solely through an Illinois-based, not-for-profit organization or through a public institution through which a child care worker may attain a degree or credential or maintain a classroom role in any child care or early childhood education setting, including a Child Development Associate Credential program or an Early Childhood Education (ECE) degree program. Requires the Illinois Student Assistance Commission to implement and administer the Early Childhood Workforce Free College grant program beginning with the 2020-2021 (rather than 2019-2020) academic year and subject to appropriation. Provides that, if other eligibility requirements are met, an eligible child care worker seeking to enroll in an alternative educator licensure program under the School Code is eligible for a grant under the program. Removes a provision allowing for exceptions to a student's initial enrollment in a public institution or an early childhood degree program for extenuating circumstances as provided in rules by the Commission. Provides that, in awarding grants under the program, if, in any fiscal year, the amount appropriated for the grants is less than the amount determined necessary to cover the cost of attendance for all eligible applicants, then the Commission must proportionately reduce the grants accordingly (rather than must develop the selection and renewal criteria for students). Requires the Illinois Early Learning Council (rather than the Commission) to provide the Early Childhood Workforce Advisory Committee with administrative and other support. Makes other changes.

Senate Amendment 002: Replaces everything after the enacting clause. Reinserts the provisions of the introduced bill as amended by Senate Amendment No. 1 with the following changes. Changes the definition of "early childhood degree program". Provides that if a student chooses to enroll in a private institution, the grant awarded to the student under the program shall be no more than 150% of the highest rate paid on behalf of students in a similar program at a public institution to cover the cost of tuition and mandatory fees, less all other student aid. Provides that after completion of or disenrolling from his or her program of study, a student must reside and work within this State in a child care or early childhood education setting for a minimum of one year. Provides that if the student does not reside and work within this State for a minimum of one year, the student must repay the total grant amount awarded to him or her through installments in accordance with rules adopted by the Illinois Student Assistance Commission. Creates the Early Childhood Workforce Free College Advisory Committee (rather than the Early Childhood Workforce Committee), established by the Illinois Early Learning Council; changes the membership of the Committee and the Committee's duties. Makes other changes. Effective immediately.

IL - HB35/SB244 GROW YOUR OWN TEACHER

Primary House Sponsor: Representative Rita Mayfield (D)

Primary Senate Sponsor: Senator Iris Y. Martinez (D)

Summary: Amends the Grow Your Own Teacher Education Act. Makes changes to the definitions of "cohort", "eligible school", and "hard-to-staff school", and defines "dual credit course". Provides that Grown Your Own Illinois (rather than the Board of Higher Education) shall administer the Grow Your Own Teacher Education Initiative as a grant competition to fund consortia that will carry out Grow Your Own Teacher preparation programs. In provisions

concerning selection of grantees, provides that the Board of Higher Education shall, subject to appropriation, allocate funds to Grow Your Own Illinois for the purpose of administering the program and awarding grants under the Act (rather than requiring the Board of Higher Education to award grants under the Act). Removes the language providing that the consortium shall consider whether a candidate has experienced an interruption in his or her college education when recruiting potential candidates for the program. Provides that, subject to the requirements under the Dual Credit Quality Act, an institution of higher education may offer a high school student a dual credit course under the program. Provides that the Board of Higher Education may not adopt rules regarding candidate eligibility that are more restrictive than those in the Act. Makes conforming changes. Effective immediately.

IL - HB2691 RETENTION OF IL STUDENTS ACT

Last Action: Referred to Assignments (April 12, 2019)

Primary Sponsor: Representative Elizabeth Hernandez (D)

Summary: Creates the Retention of Illinois Students and Equity (RISE) Act. Provides that, notwithstanding any other provision of law to the contrary, a student attending an institution of higher learning in this State who is deemed an Illinois resident for tuition purposes and is not otherwise eligible to receive federal financial aid shall be eligible to apply or receive consideration for State financial aid, including any student aid or benefit funded or administered by the State, a State agency, or any public institution of higher learning, including, but not limited to, scholarships, grants, awards, stipends, free room and board, tuition waivers, or other financial or in-kind assistance.

Amendments:

House Amendment 001: Replaces everything after the enacting clause. Reinserts the provisions of the introduced bill with the following changes. Makes changes to the legislative findings. Provides that a student who is an Illinois resident and who is not otherwise eligible for federal financial aid, including, but not limited to, a transgender student who is disqualified for failure to register for selective service or a noncitizen student who has not obtained lawful permanent residence, shall be eligible for State financial aid and benefits. Provides that, to ensure equity, success, and the retention of Illinois residents, a student who is an Illinois resident may not be subject to any caps on grant assistance available under the Monetary Award Program other than those required by State law. Provides that the eligibility requirements for any student aid or benefit funded or administered by the State shall be interpreted to promote the broadest eligibility for students who are Illinois residents in accordance with State law or policy. Makes other changes.