



GATEWAYS TO OPPORTUNITY

Illinois Professional Development System

PDAC/ACCESS/ILAECTE Joint Meeting

Minutes

PDAC Members and Guests who Attended:

| | | |
|----------------------|------------------------|--------------------|
| Alexis Myers | Dawn Munson | Marilyn Toliver |
| Alicia Fatka | Dawn Thomas | Marsha Hawley |
| Andrianna Smyrniotis | Diane King | Medina Bailey |
| Anne Pradzinski | Elva DeLuna | Melissa Batchelor |
| Anni Reinking | Gail Nelson | Melissa Szymczak |
| Barb Christmas | Heather Duncan | Miranda Lin |
| Bela Mote | Heidi Elliott | Nichole Miller |
| Beth Knight | Jamilah R. Jor'dan | Pat Chamberlain |
| Beth Smaka | Johnna Darragh Ernst | Pat Steinhaus |
| Bethany Patten | Joni Scritchlow | Rebecca Pruitt |
| Boh Young Lee | Joyce Weiner | Robin Miller Young |
| Carolyn Beal | Julie Lindstrom | Sarah Gowler |
| Cathy Main | Karen McCarthy | Sonya Pencheva |
| Christy Allen | Kate Connor | Stephanie Hellmer |
| Cindy Berrey | Keri Anderson | Sue Jackson |
| Connie Shugart | Lauri Morrison Frichtl | Tammy Landgraf |
| Danyle Watkins | Laurie Rhodes | Teresa Gammons |
| David Banzer | Lisa Ginet | Teri Talan |
| | Malia Owens | Wendy Uptain |

Welcome - Marsha Hawley and Dr. Johnna Darragh Ernst PDAC Chairs, Melissa Johnson ACCESS Chair, and Dr. Anni Reinking ILAECTE President.

- The PDAC mission, vision and values were read by attendees.

Shared Vision: PDAC & Higher Education Partnership – Joni Scritchlow

- Through the Governor's Office of Early Childhood Development PDG B5 grant, a report on innovative early childhood college cohorts or communities of learning is being compiled. If you have been involved in a cohort please email jscritchlow@inccrra.org a brief synopsis of the model and any associated reports. This information will be compiled and included in a report for the PDG B5 grant in December.
- Faculty Fellows from higher education institutions from across Illinois have participated in cross-institutional work to expand the assessment repository of the assigned Gateways to Opportunity Credential Competency Toolbox and capture any potential assessment data.
- Faculty Fellows regional meetings will be held on Truman College on October 11th, NIU/Naperville on November 1st and December 6th at INCCRRA.
- 96% of Illinois higher education institutions who offer ECE coursework have aligned their coursework to Gateways Credentials/competencies.

Presentation – Dr. Diane Nyhammer, Vice President of Educational Affairs, Waubensee Community College

- 60x25 initiative has a goal of ensuring that 60% of all adults have a college degree or career credential by the year 2025. It is a commitment to create education to employment pathways to achieve the state’s goal of 60% of adults to have a post-secondary degree by 2025.
- Illinois is moving away from standardized tests and are moving towards multiple measures in order to achieve more accurate placement, remove barriers, and reduce time to completion.
- There is an overall effort to create multiple on-ramps to higher education with a stronger integration between adult education and career pathways.
- Competency Based Education
 - Assessment requires us to think first about outcomes. What students should be able to do with what they know. This ties into employment with students able to demonstrate measurable and specific skills.
 - Assessment practices help faculty uncover what students are not understanding and then make adjustments.
- Stackable Credentials
 - Offer opportunities for entry, re-entry and professional development, and can help to reduce lost credits.
- Career Pathways
 - Need to create manageable and intentional pathways, so more students can accomplish their goals in a timely manner.
 - Creating manageable paths – prepping students for specific jobs/careers.

Strategic Plan Highlights of the PDAC Higher Education Committee – Cathy Main and Dr. Rebecca Pruitt

- PA 100-0645 (SB 1829): Teachers with an Illinois Gateways Level 5 credential are allowed to teach in an Illinois Preschool For All Classroom for five years (2023-2024 school year).
- PA 101-0220 (SB1952) Removed all requirements for passing a test of basic skills as required under Section 21B-30 of the Illinois Compiled Statues. Effective immediately. In addition, individuals may be paid and receive credit while student teaching.
- Part 25 update: Individuals can add a subsequent endorsement in ECE on the initial PEL by adding 18 ECE credit hours and passing ECE content test.
- Pathways to the Professional Educator License models
 - Boomerang Model:
 - Return to the institution of higher education where you earn your BA and complete additional required coursework, student teaching and assessment.
 - Alternative Route:
 - Complete and Illinois State Board of Education approved alternative licensure residency program.
- As part of the Faculty Fellows work, assessments will be added into the toolboxes. Dr. Anni Reinking is embedding examples of technology tools that can be used to enhance the assessments.

Gateways Scholarship and Great Start Program – Cindy Wall

- Effective July 1, 2019, Great START maximum wage for participation increased from \$15 per hour to \$18 per hour or \$37,440.
- Effective July 1, 2019, IDHS doubled the investment in the Gateways to Opportunity Scholarship Program from \$1.2million to \$2.4 million to increase the number of highly qualified child care practitioners.
- IDHS changed the eligibility for the Gateways Scholarship Program. If a practitioner is working in a licensed center or licensed family child care home with an ExceleRate Illinois Bronze, Silver or Gold Circle of Quality, they now may be eligible for the Gateways Scholarship program after 90 days of employment.

Power to the Profession – Teri Talan

- Currently on the last decision cycles (7&8).
- Previous cycles have determined that we are a profession and those in the profession are early childhood educators. Work regarding competencies is on-going. Content areas aligned nicely with Gateways Credentials, but PDAC has concerns because they have no leveling. P2P has three levels (Early Childhood Educator I, Early Childhood Educator II, and Early Childhood Educator III).
- Recommendations in cycle 7 & 8 articulate that interrelated and interdependent supports, resources and infrastructure that must be in place within the systems to ensure accountability to one another and children across states and settings.
- Recommendation 1b was highlighted due to the relevance to PDAC and higher education faculty attending the meeting. Professional preparation programs, professional governance bodies, employers, states, and the federal government will be responsible for ensuring that pathways to licensure are affordable, efficient, and high quality.
- Necessary Supports include:
 - Federal and state legislation, regulations, and funding targeted to professional preparation programs that demonstrate (or are preparing to demonstrate) alignment to preparing candidates in the Professional Standards and Competencies for Early Childhood Educators and to the appropriate ECE I, II, and III levels.
 - Resources and public funding to incentivize programs of study that are aligned to the Professional standards and Competencies for Early Childhood Educators.
 - Investments from higher education leadership.
 - ECE programs of study At least one full-time faculty or professional development specialist (for ECE I preparation programs in non-higher education settings) who oversees the early childhood education program,
 - Faculty or professional development specialists with qualifications aligned to the expectations set by early childhood professional preparation accreditation/recognition bodies
 - Adequate data systems and technology
 - Development of a Professional Governing Body

Working lunch/Compensation Report – Bethany Patten

- Work is coming from a National Governor's Association grant.
- Work is formed from a cross-sector statewide group led by the Governor's Office of Early Childhood Development

- Currently the process is engaging stakeholders to seek experiences, feedback and sign-off on draft consensus statement.
- Early childhood assistant teachers typically earn \$10 - \$11/hr. while kindergarten teachers typically earn \$30hr. and elementary teachers earn \$34hr.
- The greatest barrier to hiring and retaining early childhood educators in Illinois is compensation.
- Proposed policies:
 - A wage and salary schedule.
 - Include compensation in contracts and incorporate compensation into ExceleRate and tiered rates.
- A wage chart for positions was shared showing downstate and Chicago/Metro recommended hourly wages:
 - Site Director for Downstate: \$30.65 for Chicago/Metro \$36.06;
 - Teacher BA for Downstate \$20.02 and \$23.56 for Chicago/Metro.
 - It was recommended to revise the Teacher AA to Teacher AA/AAS.
- Recommendations to the Early Learning Council: Call on IDHS to analyze and implement an increase in CCAP reimbursement rates to support minimum wage increases and to call on ISBE to analyze and implement expansion of compensation parity requirements for PFA-E to PFA and PI.
- Early Childhood System Cost Model: Purpose as part of the PDG B% Grant Needs Assessment, the state requested a cost model for a comprehensive system of early childhood care and education for all children ages 0-5 in Illinois.
- The PDAC Workforce Development and Pathways Committee and the Financial Supports Committee joint recommendation regarding the Compensation Consensus Statement will be emailed to PDAC members on Monday for a vote by email.

Call the PDAC Business Meeting to Order – Marsha Hawley

- Approval of June 26, 2019 PDAC minutes
 - Change the spelling of Bela Mote and add Heather Duncan to the attendance role. Laurie Rhodes approved the motion with the noted changes.
 - Christy Allen seconded the motion.

Governor’s Office of Early Childhood Development – Dr. Jamilah R. Jor’dan

- The contracts have been executed regarding the PDG B5 grant.
- Priorities:
 - Improve kindergarten readiness
 - Develop and support a well-compensated, competent and diverse workforce to deliver the services families need across all settings
 - Support family navigation of the system
 - Build more effective state and local governance structures
- Monitoring the alignment of the Gateways Credentials with DCFS licensing. It continues to move forward and under review. Change in administration at DCFS.
- Illinois Early Learning Access Committee: The Early Childhood Construction Grant (ECCG) program received a \$100,000,000 grant for early childhood construction. Recommendations are now under review to be forwarded to the Governor’s Education Team.

- Illinois Prenatal to Three Initiative (PN3) goal is to expand high quality services to high need children and their families. This is a collaboration between the Ounce of Prevention Fund and GOECD that will engage a diverse group of stakeholders. The policy agenda and implementation plan will seek to provide services to an additional 25% of Illinois' infant/toddler population (50,000 infants and toddlers) by 2023, and an additional 50% of low-income infant/toddler population by 2025 (100,000 low-income infants and toddlers) .
- Pyramid Model initiative - Early EdU is moving forward with higher education institutions as early adopters including: Illinois State University, Erikson Institute, Southern Illinois University, Highland Community College, City College of Chicago and Lewis University. Early EdU has developed 6 courses for credit at no cost to professors. Materials and the Coaching Companion videos are on the Early EDU alliance.org. website. They are designed specifically for 2 and 4 year colleges/universities to support teacher preparation.
- The Early Learning Council's Quality Committee ExceleRate subcommittee are reviewing the quality and improvement system, with a focus on Continuous Quality Improvement (CQI). The committee will review standards to link to various systems of funding as well as other supports.

Advocacy – Joyce Weiner

- The last legislative session was very positive for education and the ECE field.
- Currently between legislative sessions. Discussions are just beginning regarding what needs to be brought forward for the next legislation session.
- Foundational issues should be shared with advocacy organizations.
- The new State Board of Education want to know the obstacles and barriers to the teaching profession.

PDAC Financial Supports Recommendation –Laurie Rhodes and Gail Nelson

- **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 six months of employment. All other eligibility requirements must also be met.
 - **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.
 - Recommendation passed.

State Landscape Updates

- Illinois State Board of Education – Karen McCarthy
 - FY 20 State Board of Education received \$50,000,000 in Early Childhood Block grants of that 37% goes to Chicago Public Schools with the remaining funds for the rest of state. Funding was designated for Preschool For All, Preschool Expansion and Prevention Initiatives.
 - Kindergarten Individual Development Survey (KIDS) – schools are in the data collection and observation phase. There will be a KIDS summit held in December in Normal, IL.
- Illinois Head Start Association – Lauri Morrison Frichtl
 - United States House of Representatives passed an increase for child care and Head Start. The Senate could pass a continuing resolution at the end of the month.

- Office of Head Start released a notice of proposed rulemaking around the Designated Renewal System (DRS). DRS is the process for determining whether a Head Start agency will be subject to recompet.
- Head Start and Early Head Start directors from across the state recently met, and the number one issue is workforce shortage. Concern centers around under enrollment. Head Start sites can't be under enrolled more than four consecutive months. A site could be listed as chronic under enrolled and could lose their grant.





GATEWAYS TO OPPORTUNITY®
 Illinois Professional Development System

Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: July 23, 2019

COMMITTEE MAKING RECOMMENDATION: PDAC Financial Supports Committee

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 six months of employment. All other eligibility requirements must also be met.

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.

DISPOSITION:

PDAC Financial Supports Committee

Approved: Date: 7/23/19

Disapproved: Date:

DISPOSITION:

PDAC Steering Committee

Approved: X Date: 7/31/19

Disapproved: Date:

DISPOSITION:

PDAC

Approved: Date:

Disapproved: Date:

DISPOSITION:

IDHS, Bureau of Child Care and Development

Approved: Date:

Disapproved: Date:

