

**Professional Development Advisory Council
Annual Meeting
Meeting Minutes
November 3, 2021**

Barb Christmas	Joleen Patton	Rebecca Livengood
Barbara Volpe	Joni Scritchlow	Rebecca Pruitt
Bela Mote	Julia Auch	Sandy Young
Beth Knight	Kate Connor	Sarah Gowler
Carole Franke	Larissa Mulholland	Sergio Hernandez
Carolyn Beal	Lauri Morrison-Frichtl	Shanna Edison
Catherine M. Main	Laurie Rhodes	Sharyl Robin
Christi Chadwick	Leslie Layman	Shauna Eje
Christy Allen	Lisa Thompson	Shi-Ruei Fang
Cindy Berrey	Lynn Burgett	Sinthu Ramalingam
Cindy Rice	Marcus Brown	Stephanie Bernoteit
Danyle Watkins	Marcy Mendenhall	Stephanie Hellmer
Dawn S. Munson	Marie Donovan	Stephanie Herling
Deborah Rogers-Jaye	Marilyn Toliver	Steven Sharp
Denise Monnier	Marsha Shigeyo Hawley	Sue Jackson
Diane King	Medina Bailey	Tamara Notter
Elva DeLuna	Melissa Batchelor	Tammy King
Emily Dorsey	Melissa Johnson	Tammy Landgraf
Emma Vibber	Melissa Szymczak	Teri Meismer
Gail Nelson	Miranda Lin	Teri Talan
Heidi Elliott	Nichole Miller	Thomas Pavkov
Hollie Hoole	Olga Torres	Wendy Uptain
Julie Lindstrom	Pam Womack	William Hill
Joan Longtin	Patricia Steinhaus	Zach Allen
Johnna Darragh	Paula Schnicker-Johnson	

PDAC members were welcomed to the meeting by the PDAC tri-chairs.

The 2021 Celebration Power Point was shared with attendees. Highlights included:

- 90,000 active Gateways to Opportunity® Registry members.
- 6,500 practitioners have received a Gateways to Opportunity Scholarship.
- 18,000 individuals have participated in the Great START program since inception.
- 5,328 Gateways Credentials have been awarded since fees were waived in June 2020.
- 2,818 individuals were involved in Illinois Trainers Network trainings in fiscal year 2021.
- 218,536 i-Learning courses were completed by participants.
- 156 people attended the 2021 Gateways to Opportunity Higher Education Forum (highest attended Forum).
- 99% of Illinois Higher Education institutions are entitled for one or more Gateways Credentials.
- The ECE Credential page on the Gateways website has had 217,000 pageviews.

Professional Development Providers and Programs: Structures to Support Ongoing Growth

- Building on the Work:
 - Higher Education Strategic Plan “A Thriving Illinois” has three broad goals:
 - Equity, Sustainability and Growth
 - Statement within the strategic plan: “These recommended equity strategies incorporate data driven and best practices that help to address the persistent equity gaps in higher education and by the framework for an aligned higher education system that serves students independent of the path they take”.
 - The Early Childhood Access Consortium for Equity (ECACE) is one element of the strategic plan. Goals of ECACE include:
 - Financial supports for students not only regarding tuition but other costs associated with course work.
 - Details about financial supports available to students will be posted to the Illinois Student Assistance Commission website.
 - Full transfer of AAS degrees, Gateways Level 4 and Junior Status.
 - Prior Learning Assessments will have an emphasis. Language statute references standardized approaches to both value and provide recognition for what individuals have already learned through professional development and on job training.
 - The Consortium is supported by the Illinois Board of Higher Education (IBHE), Illinois Community College Board (ICCB), Illinois Department of Human Services (IDHS), Illinois Student Assistance Commission (ISAC), and the Governor’s Office of Early Childhood Development (GOECD).
 - The Consortium will be standing up in conjunction with the CCR&Rs and the Illinois Department Human Services a group of navigators who will be regionally based and will support individuals in navigating the best higher education opportunities and programs for them where they are located, or the manner in which they need to learn. The navigators will assist in connecting the student with the higher education institution.
 - Christi Chadwick will be joining IBHE to serve as the Consortium Project Director.
 - The Consortium by statute is made up of public higher education institutions (universities and community colleges) that are Gateways entitled. Currently putting in place the opportunity for consortium membership for non-profit institutions.
- Illinois Professional Educator Competencies (IPEC)
 - The charge of IPEC is to review, revise and update the Illinois Professional Teaching Standards (ITPS) which guide Illinois teacher preparation and to develop competencies which reflect best practice in beginning teaching and guide preparation.
 - The task force was made up individuals from higher education, PreK – 12 teachers and administrators, professional education organizations and unions, and other agency representatives.
 - The revised competency structure emerged based on the committee work to have 54 competencies.
 - Competency Goals
 - The competent teacher designs and provides a learning environment that is safe, healthy, equitable, accessible, developmentally appropriate, collaborative and responsive.
 - The competent teacher plans and implements instruction that is justifiable, equitable, accessible, developmentally appropriate, challenging and engaging.
 - The competent teacher creates and facilitates instructional assessment that is justifiable, equitable, accessible, developmentally appropriate, challenging, engaging, collaborative, supportive, protective and informing.

- The competent teacher collaborates and communicates with families, colleagues and the community to enhance education opportunities and the learning experiences for all learners.
 - The competent teacher meets professional expectations and pursues growth opportunities through analysis, reflection, and goal setting.
 - These will be shared with ISBE this fall and they will be placed in the rule making process.
 - The committee will continue to meet to create toolboxes and assessment measurement tools.
 - The 54 competencies will be aligned to the National Association for the Education of Young Children (NAEYC), Danielson, EdTPA and the Illinois Professional Teaching Standards (IPTS).
 - G5 to PEL Bridge Project
 - Committee has analyzed the 54 proposed IPEC competencies against the 56 G5 competencies.
 - 17 IPEC competencies were identified as not fully aligned with the G5 and 6 that needed to be strengthened at the K-2 level.
 - Based on the 23 identified G5 Bridge competencies:
 - Five Learning Journeys are being built to provide Higher Education Institutions the modules, topics, and assessments to cover in synchronous, asynchronous and face-to-face course design.
 - Next steps: A showcase of the work on December 16th with a final report submitted to GEOCD to share with Federal officers of the Preschool Development Grant.
- Competency Implementation
 - ECE Credential
 - National Louis University, Northern Illinois University, Illinois State University, Moraine Valley Community College and Heartland Community College have been piloting the ECE competencies modules that they developed in 2020 for the ECE credential. Each competency is being piloted by two institutions and by at least 25 students across institutions. ECE module resources will be shared with higher education institutions at the conclusion of the pilot.
 - Infant Toddler Credential
 - Online competency curriculum is being developed for the Infant Toddler Credential Level 2 - 6. Five institutions are currently developing curriculum modules. Institutions include: Roosevelt University, Erikson Institute, Chicago State University, College of Lake County and Southwestern Illinois College.
 - Illinois Director Credential
 - Funds from the Governor's Office of Early Childhood Development will be released in 2022 for the development of modules for the Illinois Directors' Credential. INCCRRA will release an RFP to higher education institutions in early 2022 for module development and piloting in 2023.
- National Association for the Education of Young Children (NAEYC) and Gateways Alignment
 - Sixteen faculty members from various higher education institutions engaged in the alignment work during the past summer.
 - The alignment is located on the Gateways to Opportunity Website [file \(ilgateways.com\)](http://file.ilgateways.com)
- **Highlight Workforce View Points:**
 - Videos from practitioners and students: Alma Delgado from National Louis University and Ashley Dowd from Heartland Community College videos were shared.

- Prior Learning Project
 - 29 ECE faculty have been developing content for an assessment of incumbent workforce members' prior learning, based upon real life workplace situations that apply their Gateways to Opportunity® ECE Level 2 Credential knowledge and skills. This PLA instrument will be used to award the ECE Level 2 Credential and college credit.
 - Faculty created script frameworks for the simulation specialists to follow in delivering the workplace scenarios in the reality-based instrument.
 - Working groups met with C-BEN and statewide employer representatives to experience the scenarios in order to provide feedback.
 - Marie Donovan and Anne Brennan have conducted focus groups and interviews of chief academic officers and registrars at higher education institutions in order to highlight goals and accomplishments, identify challenges or barriers to conducting PLA, how to overcome them, to find ways to ensure PLA credit is not lost in transfer, and can be assessed before students enroll.
 - The project will hold assessor trainings with higher education faculty and a showcase in December to highlight the project.
- ECE Competency-Based Modularization Project
 - The modules are in final review and will be released to higher education institutions in 2022 for them to incorporate into their programs where they see fit.
- Credential Fee Waivers
 - During the past 16 months credential fees have been waived due to funding from the Governor's Office of Early Childhood Development. The fee waiver includes new, level advance and renewals for the ECE, ITC, IDC, FCC, FSC, and Technical Assistance credentials.
- Professional Development Record Changes
 - Changes will be coming to the Professional Development Record (PDR) to make information more useful to the practitioner. The PDR will be intergraded with the student learning repository which will be a centralized hub for the collection of competencies. A dashboard will be created for ease of use.
- Breakout Session
 - **Attendees were placed in breakout rooms to answer the following questions regarding the information presented in the meeting today.**
 - What resonated with you or excited you from today's meeting?
 - Looking forward: how does this inform professional development for the future?

PDAC Business Meeting

Review and Approval of Minutes (Attachment A)

- September 1, 2021
 - Christy Allen moved to accept the minutes.
 - Diane King seconded the motion to approve the minutes.

Recommendation from the Financial Supports Committee (Attachment B)

- **RECOMMENDATION:** The Committee recommends that the cost of processing all Gateways Credentials (new, renewal and level advance) become part of the core budget of INCCRRA, resulting in a zero fee to applicants.
- **RATIONALE (including financial impact/monetary breakdown this recommendation would have if applicable):**
Implementation of this recommendation would eliminate passing the cost of a Gateways Credential on to a predominantly underpaid workforce. In the past, when fees were waived, Credentials experienced a significant increase in applications. In a five-month comparison, January – May 2020 when no waiver was in place compared to July – November 2020 when a fee waiver was in place,

credentials experienced a 250% increase in applications received during the period that a waiver was in place.

This recommendation would advance equitable opportunities and impact our diverse workforce. This would also include the School-Age and Youth Development Credential, historically excluded from the fee waivers.

The cost implication to IDHS would be approximately \$250,000 per year in Gateways Credential supports, subject to annual review.

- The Recommendation was approved.

Adjourn





Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: 6/22/21

COMMITTEE MAKING RECOMMENDATION: Financial Supports Committee

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DISPOSITION:

PDAC Financial Supports Committee

Approved: X Date: 6/22/21

Disapproved: Date:

DISPOSITION:

PDAC Steering Committee

Approved: X Date: 10.6.21

Disapproved: Date:

DISPOSITION:

PDAC

Approved: X Date: 11.3.21

Disapproved: Date:

DISPOSITION:

IDHS

Approved: Date:

Disapproved: Date:

