

**Professional Development Advisory Council
Minutes for June 1, 2022 Meeting**

Anne Pradzinski	Johnna Darragh Ernst	Oriana Wilson
Barb Christmas	Joni Scritchlow	Shanna Edison
Barbara Volpe	Kalessa Edgerson	Pam Womack
Bela Mote	Kate Connor	Pat Chamberlain
Beth Knight	Lauri Morrison-Frichtl	Pat Steinhaus
Brooke Walker	Laurie Rhodes	Rebecca Livengood
Carie Bires	Leslie Layman	Sandy Young
Carole Franke	Lynn Burgett	Sharyl Robin
Cindy Rice	Marcy Mendenhall	Shauna Ejeh
Connie Shugart	Marie Donovan	Sherial McKinney
Dawn Munson	Marsha Shigeyo Hawley	Sinthu Ramalingam
Diane King	Medina Bailey	Stephanie Bernoteit
Emily Dorsey	Mercedes Mondragon	Stephanie Hellmer
Gail Nelson	Mikki Sherwood	Tamara Notter
Heidi Elliott	Miranda Lin	Tammy King
Hollie Hoole	Mikki Sherwood	Teri Talan
Julie Lindstrom	Nichole Miller	Thomas Pavkov
Joellyn Whitehead	Olga Torres	Zach Allen

Welcome and Review of Minutes – Johnna Darragh Ernst and Marsha Hawley

- April 6, 2022
 - Tammy Notter moved to approve.
 - Pam Womack seconded the motion.
 - Minutes were approved.

Celebrations of FY2022 - Approved Recommendations:

The following recommendations were approved during the FY 22 year by the Illinois Department of Human Services. Appreciation was given for the committees work on the following recommendations:

- Professional Development Advisory Council Strategic Plan Phase IX
 - The plan is effective from July 2021 until June 2024.
- Gateways Scholarship Program revised wage scale
 - The revised scale will go into effect on July 1, 2022.
- ESL & Bilingual Credential Framework and Competencies
 - The framework and the competencies have been approved and will launch July 1, 2022
- All Gateways to Opportunity Credential application fees waived
 - The fees will be waived starting July 1, 2022.

Recommendations under review with the Illinois Department of Human Services:

- Reimbursement of CCAP licensed, and licensed exempt center and home providers for up to (12) paid holidays.
- All Gateways to Opportunity Credential applications to be made available online.
- Recommendation that Child Care Assistance Program (CCAP) provides up to (4) paid professional development days per fiscal year for Licensed and License-Exempt programs serving CCAP children.

Agency Reports

- Illinois Head Start Association
 - Dr. Bernadine Futrell will be leaving as the Director, Office of Head Start to take another position in the Biden Administration.
 - Office of Head Start announced that any family eligible for the Supplemental Nutrition Assistance Program (SNAP) benefits categorically are eligible for Head Start and Early Head Start.
 - New changes in the criminal background checks are impacting programs.
- Illinois Department of Human Services
 - The American Rescue Plan Act (ARPA) of 2021 included approximately \$24 billion dollars in funding for child care stabilization grants, 90% of the funds must be spent with qualified child care providers to help with the stability of the child care sector during and after the pandemic.
 - Illinois began the program in April of 2021 with the first payments being made in July 2021. The majority of the funds went for personnel cost. Funds will be dispersed until exhausted.
- Illinois State Board of Education
 - Grants are being released to help address the teacher shortage for the special education and multilingual departments. The grants will address the gap between general education and special education and bilingual education teachers.
 - The Visting International Teacher program currently has teachers representing Spain, Morocco, Mexico and Poland. The goal is to bring teachers to Illinois to help children with their native language and to assist in curriculum and subject matter in the children's own language.
 - The Kids Coaching project was extended.

Workforce data trends from Gateways Registry and Salary and Staffing Survey – Joellyn Whitehead

- More than two-thirds of licensed centers lost at least one teacher or assistant teacher in the last two years.
- Individual turnover rates increased in teacher and assistant positions. Percent of staff that left their program within the previous two years:
 - Directors show a 10% turnover rate
 - Teachers show a 40% turnover rate
 - Assistant teachers show a 56% turnover rate
- Reasons given for leaving their position:
 - Retirement
 - Dissatisfied with wages or benefits
 - Personal/family issues
- Where did they go?
 - A different child care center
 - Jobs outside of ECE
 - Public School System
- Programs are having trouble hiring:
 - Positions are often taking more than 4 weeks to fill
 - Cannot find qualified lead teachers or assistant teachers
 - Centers can't meet pay requirements that candidates want for the open position

- Trends to watch:
 - The percentage of those fluent in other languages that get hired has been decreasing
 - The percent of DCFS qualified applicants for open positions is decreasing
 - The field is losing more highly degreed teachers and replacing at lower levels
 - There has been an increase in the percentage of the workforce holding Gateways ECE Credentials
 - Teachers report increased wages with attainment of Gateways ECE Credentials

Breakout session regarding the survey information:

- Report back from Group 1
 - Spent time talking about the hierarchy of needs
 - Early childhood professionals are facing a great deal of stress and stressors, how can we counteract and give support?
- Report back from Group 2
 - Focus should be given to staff salaries
 - Robust benefit supports are needed to compete with school systems
 - Focus on recruiting qualified teachers
 - Credentials need to be imbedded into DCFS licensing
 - Research shows it is taking too long for individuals to attain a BA degree
- Report back from Group 3
 - Centers have wait lists for classrooms, but remain closed due to lack of staffing
 - Need to build leadership to cover the retirements
 - An increase in pay, benefits, paid time off go a long way, respect for the field goes hand in hand
 - Systems should be equally lucrative throughout the field
 - Teachers move on to other jobs in the field because of stresses in the classroom. There is a lack of support for children’s special needs or social/emotional support services
- Report back from Group 4
 - Add a question to the survey: Do staff members who are fluent in another language and use this language at work receive a higher wage than those in comparable positions?
 - If professionals leave ECE, where did they go? Can this information be collected in the next survey?
- Report back from Group 5
 - We need data on why bilingual candidates are not being hired – Can this information be collected in the next survey?
 - Can data be captured about whether there is a pay deferential for those who bring multilingual skillsets?
 - Is it possible to collect information about obstacles to hiring of bilingual candidates?
 - How do the challenges in hiring in early childhood compare to other fields?
 - Turnover of staff at centers/programs have a huge impact on families and children
- Report back from Group 6
 - In which credentials are steady or increasing pay and employment?
 - Is the minimum wage increase in Chicago making an artificial wage increase in the statewide data?
 - Change won’t come without change to compensation
 - Less job protection compared to public school with union support
 - ECE is a hard underappreciated job

i-Learning Training Update – Beth Knight

- The average number of learners per month on i-learning during the past year was 6,500.

- During the pandemic, the number of users dramatically increased. People have become comfortable with technology, and we expect the use of technology to provide trainings to continue.
- The i-learning site is free, with more than 120 trainings offered. The majority are offered in both English and Spanish.
- The top courses on i-learning this year are:
 - Shaken Baby Syndrome
 - Sudden Infant Death Syndrome
- Child Development, Health and Safety Basics
- Currently monitoring the uptake in face-to-face trainings, continue to think of keeping a blended model in the coming fiscal year.
- New Trainings for i-learning include:
 - For Child Care Providers
 - Asthma Management
 - Breastfeeding University
 - Early Science Modules
 - SAYD Credential Level 1 Modules
 - Trauma Informed Practice
 - For CCR&R Staff
 - Introduction to CCAP
 - PALS+
 - For Mental Health Consultants
 - IECMHC orientation
 - Diversity, Equity, Inclusion and Belonging

Announcements

- PDAC annual update forms
 - The Annual PDAC membership forms will be sent to members mid-June. We would like to see those back within a month.

Adjourn

