

PDAC
April 6, 2022
Meeting Minutes

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|--------------------------|------------------------|---------------------|
| Anne Pradzinski | Heidi Elliott | Pam Womack |
| Barb Christmas | Hollie Hoole | Pat Chamberlain |
| Barbara Volpe | Joan Longtin | Rebecca Livengood |
| Bela Moté | Johnna Darragh Ernst | Rebecca Pruitt |
| Beth Knight | Joni Scritchlow | Sandy Young |
| Carolyn Beal | Julie Lindstrom | Shanna Edison |
| Cathy Main | Kate Connor | Sharyl Robin |
| Cerathel Burgess-Burnett | Lauri Morrison-Frichtl | Sauna Ejuh |
| Cherry Grove | Leslie Layman | Sherial McKinney |
| Christi Chadwick | Lynn Burgett | Sinthu Ramalingam |
| Cindy Berrey | Malia Owens | Stephanie Bernoteit |
| Cindy Rice | Marcus Brown | Stephanie Hellmer |
| Connie Shugart | Marcy Mendenhall | Sue Jackson |
| Danyle Watkins | Marilyn Toliver | Tamara Notter |
| Dawn Munson | Melissa Batchelor | Tammy King |
| Deborah Rogers-Jaye | Mercedes Mondragon | Teri Talan |
| Denise Monnier | Mikki Sherwood | Thomas Pavkov |
| Diane King | Nichole Miller | Tina Wiegel |
| Emily Dorsey | Norma Moore | Wendy Shenk |
| Gail Nelson | Olga Torres | |

Attendees were welcomed to the meeting

Review and Approval of Minutes (Attachment A)

- November 3, 2021
 - Marcy Mendenhall moved to approve.
 - Dawn Munson seconded the motion.
 - Minutes were approved.

Recommendation from the Financial Supports Committee (Attachment B)

- Reimburse CCAP Licensed and Licensed Exempt Center and Home Providers for up to 12 Paid Holidays
 - **RECOMMENDATION: The Financial Supports Committee recommends reimbursing CCAP licensed, and license exempt center and home providers for up to 12 paid holidays.**
 - **RATIONALE:** As Illinois strives to be the best in the nation in early care and education, we have an opportunity to continue to professionalize the field by reimbursing CCAP providers for holidays. At this time if a provider chooses to close for a holiday, they can require private pay parents to pay for the holiday even if closed allowing the program to pay staff for that holiday. However, if the provider cares for CCAP children they do not get reimbursed from the state for paid holidays. This requires programs to cover the loss of income or perhaps not pay their staff for the time off. This provides an additional

reason for quality providers not to accept CCAP children and contributes to an equity issue in our state.

- Allowing paid holidays within CCAP is a strategy to recruit and retain a high-quality workforce in licensed and license exempt homes and centers. The state is seeing a decrease in the number of individuals interested in joining the ECEC workforce. Paid holidays are no longer a benefit but an expectation in a highly competitive workforce.
- The most current Illinois Salary and Staffing Survey of Licensed Child Care Facilities FY 2019, where out of the 9,979 licensed programs, 499 child care centers (response rate = 16.8 percent) and 970 family child care home providers (response rate = 13.9 percent) completed the survey. Of the respondents, 90.7% of centers provided some paid holiday leave for staff and this question was not asked of the home providers. What the state doesn't know is how many paid holidays were offered. In previous surveys the number of paid holidays was not collected.
- This would require a policy change within CCAP policy allowing providers to be paid for days when children are not in care, removing language that a provider must provide services to be paid. This could be done by changing policy, adding a new code to the billing certificate and even possible placing the holiday schedule within CCMS.
- This recommendation does come with a cost, we have requested the average daily cost for CCAP care across the state from IDHS to include with the recommendation. We are waiting the final number and will add that to the recommendation once it is received. However, what we don't know today is how many providers continue to stay open on holidays because they can't cover the income loss, concluding that in some cases the state is paying for these days already.
 - The recommendation passed.

Recommendation from the Qualifications and Credentials Committee (Attachment B)

- Online Gateways Credentials Applications
 - **RECOMMENDATION: All Gateways to Opportunity Credential applications should be available online to increase workforce access.**
 - **RATIONALE including financial impact/monetary breakdown this recommendation would have if applicable):** Gateways to Opportunity provides a range of resources for early care and education and school-age practitioners. Online applications became available in 2015 for Great START Wage Supplement, Gateways Scholarships, and three of the seven Gateways Credentials. The QC Committee recommends that all Gateways Credential applications be made available online for equitable workforce access and to provide consistency in Gateways application processes.
 - Recommendation passed.

The Early Childhood Access Consortium for Equity – HB2878

- Illinois Department of Human Services (IDHS) - Hollie Hoole
 - Federal Funding of approximately \$200 million is in place to support the work across fiscal years 2022 through 2024 with part of fiscal year 2025 included.
 - Funds are from the Coronavirus Response and Relief Supplemental Appropriations Act and the American Rescue Plan Act.
 - IDHS will oversee and establish contracts with the Illinois Board of Higher Education, Illinois Student Assistant Commission, and the Illinois Community College Board. The Illinois State Board of Education is also involved in the project.
 - Currently working on these contracts and getting funding set.
 - IDHS has made budget amendments to contracts with CCR&Rs to hire higher education navigator positions to work with the incumbent workforce.

- Illinois Community College Board (ICCB) - Marcus Brown
 - The IGAs for institutions have been released from both the Board of Higher Education and from the Community College Board.
 - A framework has been provided to institutions which will be receiving funds with initial indications of funding and parameters around the work.
 - Higher education institutions will be convening their institutional work teams to implement their grants to work with the Consortium.
 - The focus is on the incumbent workforce, getting them started at a higher education institution and completing credentials.
 - Work is also happening around the development of the framework for a CDA and how to provide credit for students, and the awarding of prior learning assessment to be structured into programs and recognized in the transfer process.
- Illinois Board of Higher Education – Stephanie Bernoteit
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State Agency Reports

- Illinois Head Start Association – Lauri Morrison Frichtl
 - Work challenges are impacting Head Start and Early Head Start enrollment. At some agencies 50% of the classrooms are not open.
 - Mask mandate is still in effect with Head Start and Early Head Start programs.
- Illinois Community College Board – Marcus Brown
 - Work continues regarding the Consortium. Funds are soon to be released to higher education institutions so they can begin work regarding the Consortium.
 - Continue to work through questions regarding curriculum regarding the CDA and prior learning assessment policies and structures.
 - Students are encouraged to apply for the 21/22 school year as funds are still available.
 - Anticipate the FY 23 scholarship application to be released in late May.
- Illinois State Board of Education – Norma Moore
 - Prevention Initiative parent and outcome questionnaire was released today (April 6, 2022) for those receiving services.
 - The RSVP for STAR NET, Early Choices and Child Find has closed and ISBE is moving forward with the next phase.
- Illinois Board of Higher Education – Stephanie Bernoteit
 - HB5464 includes the provision that all public higher education institutions will develop equity plans as aligned with the Illinois Board of Higher Education Strategic Plan.
 - These plans will draw on strategies to recruit, retain and fully support underserved and underrepresented students and to recruit and retain diverse faculty.
 - HB5464 also includes consumer protections initiatives for students.
 - Independent and private higher education institutions will not be required to submit equity plans, but it is anticipated many will submit plans.
 - The Illinois Board of Higher Education is a partner in developmental education reform in Illinois. IBHE is working with public universities on these issues.
 - A work group is underway with public universities to look at creating multiple options for students to be placed into credit-bearing entry level math and English courses.
- Governor’s Office of Early Childhood Development
 - Joni Scritchlow gave the presentation.
 - The following Preschool Development Birth to Five reports are available on the Gateways to Opportunity and the Governor’s Office of Early Childhood Development websites:
 - Gateways to Opportunity® ECE Credential Competency Content Pilot and Gateways to Opportunity® ECE Competency Prior Learning Assessment Pilot Report

- Gateways to Opportunity® ECE Credential Level 5 to Professional Educator License (PEL) Bridge
 - Gateways to Opportunity® Infant Toddler Credential Competency Project
 - [INCCRRA Reports and Papers - Gateways to Opportunity \(ilgateways.com\)](http://ilgateways.com)
 - If you are interested in access to the Gateways ECE modules please contact Julie Lindstrom at jlindstrom@inccrra.org or the PEL modules please contact Stephanie Hellmer at shellmer@inccrra.org
- Illinois Department of Human Services – Hollie Hoole
 - Announcement regarding changes to the Division of Early Childhood. Chelsea Guillen is the new Bureau Chief of Quality Initiatives.
 - PDAC recommendations are being reviewed. If IDHS has any questions or is need of feedback they will reach out.
 - Recent and new reports from IDHS are coming out and will be published:
 - Market Rate Survey was shared in March.
 - The Annual Child Care Report will be delivered to the General Assembly by the April 15th deadline as well as the Salary and Staffing Survey.
- Announcements were placed in the chat for everyone to share.

Adjourn





Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: February 22, 2022

COMMITTEE MAKING RECOMMENDATION: Financial Supports

RECOMMENDATION: The Financial Supports Committee recommends reimbursing CCAP licensed, and license exempt center and home providers for up to 12 paid holidays.

RATIONALE: As Illinois strives to be the best in the nation in early care and education, we have an opportunity to continue to professionalize the field by reimbursing CCAP providers for holidays. At this time if a provider chooses to close for a holiday, they can require private pay parents to pay for the holiday even if closed allowing the program to pay staff for that holiday. However, if the provider cares for CCAP children they do not get reimbursed from the state for paid holidays. This requires programs to cover the loss of income or perhaps not pay their staff for the time off. This provides an additional reason for quality providers not to accept CCAP children and contributes to an equity issue in our state.

Allowing paid holidays within CCAP is a strategy to recruit and retain a high-quality workforce in licensed and license exempt homes and centers. The state is seeing a decrease in the number of individuals interested in joining the ECEC workforce. Paid holidays are no longer a benefit but an expectation in a highly competitive workforce.

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This would require a policy change within CCAP policy allowing providers to be paid for days when children are not in care, removing language that a provider must provide services to be paid. This could be done by changing policy, adding a new code to the billing certificate and even possible placing the holiday schedule within CCMS.

This recommendation does come with a cost, we have requested the average daily cost for CCAP care across the state from IDHS to include with the recommendation. We are waiting the final number and will add that to the recommendation once it is received. However, what we don't know today is how many providers continue to stay open on holidays because they can't cover the income loss, concluding that in some cases the state is paying for these days already.

DISPOSITION:
PDAC Financial Supports Committee





Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: February 15, 2022

COMMITTEE MAKING RECOMMENDATION: PDAC Qualifications and Credentials Committee

RECOMMENDATION: All Gateways to Opportunity Credential applications should be available online to increase workforce access.

RATIONALE including financial impact/monetary breakdown this recommendation would have if applicable): Gateways to Opportunity provides a range of resources for early care and education and school-age practitioners. Online applications became available in 2015 for Great START Wage Supplement, Gateways Scholarships, and three of the seven Gateways Credentials. The QC Committee recommends that all Gateways Credential applications be made available online for equitable workforce access and to provide consistency in Gateways application processes.

DISPOSITION:
PDAC QC Committee
Approved: X Date: 2/15/22
Disapproved: Date:

DISPOSITION:
PDAC Steering Committee
Approved: x Date: 3.2.22
Disapproved: Date:

DISPOSITION:
PDAC
Approved: X Date: 4.6.22
Disapproved: Date:

DISPOSITION:
IDHS
Approved: Date:
Disapproved: Date:

