

**Professional Development Advisory Council  
December 7, 2022  
Meeting Minutes**

Anne Pradzinski	Joni Scritchlow	Rebecca Livengood
Beth Knight	Julie Lindstrom	Rebecca Pruitt
Brooke Walker	Kate Connor	Ruth Kimble
Cathy Welsh	Leslie Layman	Sandy Young
Christi Chadwick	Marcus Brown	Shanna Edison
Connie Shugart	Marcy Mendenhall	Shauna Egeh
Deborah Rogers-Jaye	Marie Donovan	Sinthu Ramalingam
Emily Dorsey	Marsha Shigeyo Hawley	Stephanie Bernoteit
Gail Nelson	Mercedes Mondragon	Stephanie Hellmer
Heidi Elliott	Natalie Vesga	Steven Sharp
Hollie Hoole	Norma Moore	Tamara Notter
Joan Longtin	Olga Torres	Tammy King
Joellyn Whitehead	Pam Womack	Thomas Pavkov
Johnna Darragh	Pat Chamberlain	Tina Wiegel
Joni Scritchlow	Patricia Steinhaus	Wendy Connell

**Welcome and Review of the Minutes**

- **PDAC Leadership**
  - Marsha Hawley was recognized for her leadership in PDAC, including as PDAC Tri-Chair. Marsha will be stepping down as PDAC Tri-Chair after the meeting. Marsha will transition to a Tri-Chair of the PDAC Higher Education Committee.
  - Shauna Egeh was welcomed as the new PDAC Tri-Chair.
- **September 7, 2022**
  - Minutes were accepted by silence from the attendees.

**Recommendation from Financial Supports Committee (Attached)**

- **RECOMMENDATION:** The Financial Supports and Qualifications and Credentials Committees jointly recommend the Gateways English as a Second Language/Bilingual (ESL/B) Credential be added to the Great START Wage Supplement Scale.
- **RATIONALE:** We value and elevate Credentials that allow us to more effectively serve the diverse children and families in Illinois. We have developed Credentials over time that are not reflected in the financial incentive programs i.e. Great START. Adding the ESL/B Credential to the Great START scale allows us to offer an incentive and honor providers who earn this credential for their knowledge and skills. This ESL/B Credential promotes culturally and linguistically responsive education and care and enables effective communication with families.

This aligns with the equity focus of the strategic plan of PDAC and the goals of the Financial Supports Committee addressing Goal 2 and Goal 5 (build out financial incentives for Illinois early childhood workforce and create a suggested pay differential for multi-lingual workforce).

- **The recommendation was approved.**

## Celebrations

- Celebration Highlights
  - In June of 2022, the Illinois Department of Human Services waived all credential fees.
  - Currently 106,619 people are active Gateways to Opportunity Registry Members.
  - 4,178 Gateways Credentials have been awarded since November 2020.
  - More than 7,000 practitioners have received a Gateways to Opportunity Scholarship.
  - 213 Illinois Trainers Network Trainings were held, reaching 2,620 individuals.
  - 119 Illinois high schools offer the Gateways ECE Credential Level 1 curriculum.
  - 100% of Illinois Higher Education Institutions that offer an ECE program are entitled for one or more Gateways Credentials.
  - Strengthen and Grow Child Care Grants provided stable funding to more than 3,200 ECE programs each quarter.
  - 130 faculty, state representatives, higher education administrators and others virtually attended the Gateways to Opportunity Higher Education Forum in April 2021.
- Highlights From the Breakout Sessions
  - Would like to see data coming out of the pandemic (are numbers going up in areas we want to see growth, or will data show areas of decrease /concern such as retention)?
  - Using information on the number of schools that offer the ECE Level 1, what is the percentage of schools and what type of counseling is offered to the students including the Gateways Scholarship.
  - Proud and surprised at the number of people in the Registry. Conversation on how to work to have the state licensed Pre-K in Illinois be a part of the Registry.
  - Each year more than 2,000 Illinois high school students join the Registry, need to encourage these students to continue on the path of a career in ECE.
  - Conversation if more advocacy is warranted, is more GreatSTART funding needed to cover requests. There is a need to continue to keep practitioners/students informed of the availability.
  - Can data be aggregated even more by program, by race, and ethnicity etc.?
  - i-learning is a great resource, reminder to continue to encourage its use as an accessible tool for the field.
  - Would like a breakdown of those being awarded a credential by location, ethnicity, race etc., as the barrier of the credential fee has been removed.

## Reports

- Illinois Board of Higher Education
  - More than 2,200 applications have been received for the scholarship.
  - Applications are still being accepted.
  - Navigators continue to recruit learners and connect them to the higher education mentors.
  - Will produce a report in Spring of 2023 detailing the work and data.
- Illinois Department of Human Services
  - Recommendations continue to be reviewed by IDHS staff.
  - IDHS is working on a new strategic plan for 2023 and will be shared with you at future PDAC meetings.
  - IDHS has released a new logo – used on the agenda.

- The Child Care Assistance Program (CCAP) policy manual is located at [IDHS: Child Care Assistance Program \(CCAP\) Policy Manual \(state.il.us\)](https://www.idhs.gov/child-care-assistance-program/ccap-policy-manual)
- Illinois Community College Board
  - Scholarship continues to have funding. Encourage learners to apply as funding continues through June 2024.
  - The Advisory Council meetings have been set:
    - February 21, 2023 - May 23, 2023 – August 22, 2023 – November 8, 2023.
  - Higher Education Institutions continue to hire mentors to support learners who were referred the institution by the navigators.
  - A focus for 2023 will be on course sharing for higher education institutions.
- Illinois State Board of Education
  - Early Childhood Professional Learning is hosting monthly forums regarding PFA and PFAE administrators. The first forum covered the compliance check lists and budget topics, the next forum will cover the Pyramid Model.

## Adjourn



Next PDAC Meeting: June 7, 2023



Professional Development Advisory Council (PDAC)

**RECOMMENDATION FOR APPROVAL**

**DATE:** October 25, 2022

**COMMITTEE MAKING RECOMMENDATION:** Financial Supports and Qualifications and Credentials

**RECOMMENDATION:** The Financial Supports and Qualifications and Credentials Committees jointly recommend the Gateways English as a Second Language/Bilingual (ESL/B) Credential be added to the Great START Wage Supplement Scale. See attached draft scale.

**RATIONALE:**

We value and elevate Credentials that allow us to more effectively serve the diverse children and families in Illinois. We have developed Credentials over time that are not reflected in the financial incentive programs i.e. Great START. Adding the ESL/B Credential to the Great START scale allows us to offer an incentive and honor providers who earn this credential for their knowledge and skills. This ESL/B Credential promotes culturally and linguistically responsive education and care, and enables effective communication with families.

This aligns with the equity focus of the strategic plan of PDAC and the goals of the Financial Supports committee addressing Goal 2 and Goal 5 (build out financial incentives for Illinois early childhood workforce and create a suggested pay differential for multi-lingual workforce).

**DISPOSITION:**

PDAC Financial Supports Committee

Approved:  Date: 10/25/22  
Disapproved:  Date:

PDAC Qualifications and Credentials Committee

Approved:  Date: 11/1/22  
Disapproved:  Date:

**DISPOSITION:**

PDAC Steering Committee

Approved:  Date: 11.2.22  
Disapproved:  Date:

**DISPOSITION:**

PDAC

Approved:  Date:  
Disapproved:  Date:

**DISPOSITION:**



IDHS, Bureau of Child Care and Development

Approved:  Date:  
Disapproved:  Date:

## Great START Wage Supplement Scale

Great START is available to Assistants, Teachers, Family Child Care Providers, Family Group Child Care Providers, and Directors who work in programs licensed by the Illinois Department of Children and Family Services.

### Job Category Key

A = Assistant  
 FCC = Family Child Care Provider  
 G = Family Group Provider  
 T = Teacher  
 D = Director

Level	Option	Education	Eligibility <sup>1</sup>	Supp. <sup>2</sup>
1	A	6 semester (9 qtr) hrs in Early Childhood Education (ECE)/Child Development (CD)	A/FCC	\$150
2	A	Child Development Associate (CDA)	A/FCC	\$225
2	B	Certified Childcare Professional (CCP)	A/FCC	\$225
2	C	Montessori Credential (AMS or AMI credentials only)*	A/FCC	\$225
2	D	12 sem hrs (18 qtr) hrs toward a degree (9 sem hrs in ECE/CD)	A/FCC	\$225
2	E	FCC Level 2, SAYD Level 2	A/FCC	\$225
3	A	24 sem (36 qtr) hrs toward an Associates Degree in ECE/CD	A/FCC/G	\$375
3	B	24 sem (36 qtr) hrs related field (9 sem hrs ECE/CD)	A/FCC/G	\$375
3	C	CDA/CCP/Montessori Credential + 12 sem (18 qtr) hrs toward a degree	A/FCC/G/T	\$375
3	D	ECE Level 2, FCC Level 3, SAYD Level 3	A/FCC/G	\$375
4	A	Approved Community College Early Childhood Certificate	A/FCC/G	\$525
4	B	36 sem (54 qtr) hrs toward Associates Degree in ECE/CD	A/FCC/G	\$525
4	C	36 sem (54 qtr) hrs toward a degree in related field (12 sem hrs in ECE/CD)	A/FCC/G	\$525
4	D	ECE Level 3, ITC Level 2, SAYD Level 4, <b>ESL/B Level 2</b>	A/FCC/G	\$525
5	A	48 sem (72 qtr) hrs toward Associates Degree in ECE/CD	A/FCC/G	\$675
5	B	48 sem (72 qtr) hrs toward a degree in related field (15 sem hrs in ECE/CD)	A/FCC/G	\$675
5	C	Associates Degree with non ECE/CD major (15 sem (22 qtr) hrs in ECE/CD)	A/FCC/G/T	\$675
5	D	60 sem (90 qtr) hrs toward a degree in unrelated field (15 sem hrs in ECE/CD)	A/FCC/G/T	\$675
5	E	ITC Level 3, FCC Level 4, <b>ESL/B Level 3</b>	A/FCC/G/T	\$675
6	A	Associates Degree in ECE/CD	A/FCC/G/T/D	\$825
6	B	Associates Degree in any field with 18 sem (27 qtr) hrs in ECE/CD (21 sem hrs for Dir)	A/FCC/G/T/D	\$825
6	C	60 sem (90 qtr) hrs toward a degree in unrelated field (15 sem hrs in ECE/CD)	A/FCC/G/T/D	\$825
6	D	90 sem (134 qtr) hrs toward a degree in an unrelated field (15 sem hrs in ECE/CD; 21 sem hrs for Dir)	A/FCC/G/T/D	\$825
7	A	72 sem (107 qtr) hrs toward Bachelors Degree in ECE/CD	A/FCC/G/T/D	\$975
7	B	90 sem (134 qtr) hrs toward Bachelors Degree in related field (18 sem hrs in ECE/CD; 21 sem hrs for Dir)	A/FCC/G/T/D	\$975
7	C	Bachelors Degree in unrelated field (18 sem (27 qtr) hrs in ECE/CD; 21 sem hrs for Dir)	A/FCC/G/T/D	\$975
7	D	ECE Level 4	A/FCC/G/T/D	\$975
8	A	90 sem (134 qtr) hrs toward a Bachelors Degree in ECE/CD	A/FCC/G/T/D	\$1200
8	B	Bachelors Degree in related field (24 sem hrs (36 qtr) in ECE/CD)	A/FCC/G/T/D	\$1200
8	C	Bachelors Degree in unrelated field (30 sem hrs (45 qtr) in ECE/CD)	A/FCC/G/T/D	\$1200
8	D	ITC Level 4, SAYD Level 5, IDC Level 1, <b>ESL/B Level 4</b>	A/FCC/G/T/D	\$1200
9	A	Bachelors Degree in ECE/CD	A/FCC/G/T/D	\$1,575
9	B	Masters Degree in unrelated field (30 sem (45 qtr) hrs in ECE/CD)	A/FCC/G/T/D	\$1,575
9	C	FCC Level 5	A/FCC/G/T/D	\$1,575
10	A	Masters Degree in ECE/CD, ECE Level 5, IDC Level II, ITC Level 5	A/FCC/G/T/D	\$1,950
10	B	IDC III, ECE Level 6, ITC Level 6	A/FCC/G/T/D	\$1,950

1. A person is only eligible at a level if their job category is shown in the "Eligibility" column. A person will only be eligible at a level if they meet the educational requirements listed at that level.

2. Wage supplements are paid and shown in 6-month increments. Wage Supplements will be pro-rated if you work 15-29 hours per week. Practitioner must remain employed at same child care program to receive 6-month renewal supplement.

\*Montessori credentials from American Montessori Society or Association Montessori International.

All ECE/CD courses must be passed with a "C" or higher.

Credentials other than those listed may be evaluated to determine eligibility as it applies to your current position.

Foreign transcripts must be evaluated by an evaluation service. The Great START office can assist you in locating one of these services.

