



# GATEWAYS TO OPPORTUNITY®

## Illinois Professional Development System

### Professional Development Advisory Council (PDAC)

Qualifications and Credentials Committee

Telenet

December 5, 2017

1:30 PM – 2:45 PM

Carole Franke	Jill Enchelmayer	Melissa Johnson	Tami O'Daniel
Christy Allen	Joan Longtin	Miranda Lin	Teri Meisner
Debbie Rogers-Jaye	Juliet Bromer	Shallie Pittman	Teri Talan*
Diana Rosenbrock*	Karen McCarthy	Sharyl Robin	Terri Lamb
Diane Scruggs	Malia Owens	Stephanie Hellmer	Toni Williams
Elva DeLuna	Medina Bailey	Sue Jackson	Ty Jiles

Jennifer Kemp Berchtold

\*Denotes co-chairs

**Welcome** –Teri Talan and Diana Rosenbrock, co-chairs

#### Approval of August 1, 2017 Minutes

- Motion made by Diane Scruggs.
- Motion seconded by Elva DeLuna.
- Motion passed and minutes approved.

#### Career Lattice Recommendation (Attachment A & B)

- The Workforce Development and Pathways (WDP) Committee recommends the approval of the attached Gateways to Opportunity Early Childhood Educator Career Lattice (Attachment A).
  - RATIONALE: This recommendation supports the change in the design layout of the Gateways to Opportunity career lattice. This career lattice would replace the current, but outdated career lattice. The career lattice shows the ECE Credential as the foundation for the Gateways Family Child Care Credential, Infant Toddler Credential, Illinois Director Credential, and Technical Assistance Credential. The career lattice gives clarity of pathway(s) to gaining higher levels of Gateways Credentials (Attachment B).
- Over the last several months, this career lattice has been shared statewide inclusive of:
  - Child Care Resource & Referral (CCR&R) Agency Directors and Training Coordinators
  - ACCESS Committee
  - Illinois Association of Early Childhood Teacher Educators (ILAECTE)
  - Illinois State Board of Education (ISBE)
  - Higher Education Institution 2-year and 4-year Faculty
  - PDAC Steering Committee – October 11, 2017
  - PDAC Ad-hoc Family Child Care Credential Committee Meeting – November 9, 2017
  - PDAC Annual Meeting – November 17, 2017
  - National Association for the Education of Young Children (NAEYC)
- Question: Why is the ITC Level 6, which requires a Graduate degree, tied to the ECE Level 5 which requires a Bachelor's degree? Why is the FCC Level 5, which requires a Bachelor's degree, tied to the ECE Level 4 which requires an Associate's degree? This visual is very confusing for practitioners trying to obtain a Credential.

- The ITC Level 6 does not require attainment of an ECE Level 6. In addition, the FCC Level 5 does not require attainment of an ECE Level 5.
- The career lattice is a visual that identifies the ECE Credential as the foundation to all other Gateways Credentials. Details on degree and Credential requirements can be found on the frameworks and Gateways website – [www.ilgateways.com](http://www.ilgateways.com).
- Developing this career lattice aligns perfectly with NAEYC’s Power to the Profession. Teri Talan has shared this career lattice with Marica Cox Mitchell, Deputy Executive Director for Early Learning Systems for NAEYC. She was thoroughly impressed with Illinois’ Early Childhood Educator career lattice structure.
- Question: Who is the intended audience for the career lattice? It may be difficult for students or new practitioners to understand. The acronyms are unclear.
  - The lattice is not intended as a handout but a reference visual that identifies the Gateways ECE Credential as the foundation to all other Gateways Credentials.
  - The lattice is intended to support the Credential frameworks that are available on the website.
    - The current Gateways Credential frameworks are being updated to reflect competencies. The new Credential frameworks will not be available to the field until late 2018/early 2019 when competencies have been articulated to the field.
    - The ECE Career Lattice may be shared prior to the new competency frameworks.
  - All the acronyms are listed predominately on the left side of the page if anyone is not familiar with them.
- Question: Can the career lattice be edited to reflect appropriate degree requirements for the ITC Level 6 and FCC Level 5?
  - The QC Committee questions and suggested edits will be shared with the Workforce Development and Pathways (WDP) Committee during their telenet on December 6, 2017.
- Question: Can the WDP Committee add language that clarifies that the lattice is a visual that identifies the ECE Credential as the foundation for the other Gateways Credentials?
  - Motion to approve the career lattice recommendation pending the WDP Committee adding clarifying language.
    - 5 – five
    - 4 – fourteen
    - 3 – two
    - 2 – one
    - 1 – one
    - Motion and recommendation does not pass.

### **PDAC Strategic Planning & Article Sharing**

- During the PDAC Steering retreat in January, the initial work of developing the 2019–2021 Strategic Plan will begin.
- The following articles and links were emailed for your review that may help guide and inform the Strategic Plan discussion:
  - Improving Teacher Prep in Illinois (Attachment C)
  - Delivering on a Promise (Attachment D)
  - U.S. Department of Health & Human Services Policy Statement on Early Childhood Career Pathways:  
[https://www.acf.hhs.gov/sites/default/files/ece/career\\_pathways\\_policy\\_final.pdf](https://www.acf.hhs.gov/sites/default/files/ece/career_pathways_policy_final.pdf)
  - New America Multilingual Paraprofessionals:  
[https://na-production.s3.amazonaws.com/documents/DLLWH\\_ParasBrief6.1.pdf](https://na-production.s3.amazonaws.com/documents/DLLWH_ParasBrief6.1.pdf)
- Question: How can we support the work of the Qualification and Credentials Committee moving forward?

- The QC Committee discussed the following options:
  - ESL/multilingual workforce
  - Bilingual Credential
    - Pathway at the Associate’s degree level for attainment of an ESL/Bilingual endorsement on a Professional Educator License.
    - Would this endorsement be tied to the Gateways ECE Credential?
    - Creating a new Gateways Credential would also require funding.
    - Are there any other new Credentials needed?
  - Create a cohort/training model in the professional development system to include family child care providers and caregivers who have limited access to resources and training.
    - This work typically does not fall into the scope of the QC Committee work.
  - Develop a system to educate the field on how to access Credentials.
    - This work typically does not fall into the scope of the QC Committee work.
    - It is possible that we could include/develop resources for the field about Credentials.
    - It is important to use an equity and access lens when disseminating information.
  - Strengthen the cross-sector utilization of Credentials.
    - Some view Credentials as child care specific. How can we expand this view?
  - Question: What are we doing for people who have a CDA? Many program staff already have a CDA but are not eligible for Credentials.
    - The CDA is already built into the ECE Level 2. It currently counts toward a significant portion of achieving the ECE Level 2.
    - Some higher education institutions will accept the CDA toward college credit.
    - We could work to educate the field about how to advance from a CDA to a Gateways Credential.

### **Announcements/Updates**

- An Infant Toddler Credential Level 6 Ad-hoc group is being developed. The purpose of this group is to determine ITC Level 6 competencies and to develop a toolbox for higher education institutions who teach graduate level infant toddler coursework. This group will begin meeting in early 2018.
- The current Ad-hoc Family Child Care, Family Specialist, School-Age and Youth Development, and Technical Assistance Credential Committee’s oversight is ending with the close of the FY18 fiscal year – June 30, 2018. This will free up some QC members’ meeting commitments. In spring 2018, Julie Lindstrom will join the Ad-hoc Credential Committee telenets to share information regarding additional PDAC Committee options.
  - The Ad-hoc members are encouraged to stay engaged throughout FY18.
  - Ad-hoc members would be invited to participate in the Credential review which takes place five years after the Credential has been implemented statewide.
- The work of the QC Committee is embedded into many policies and regulations in Illinois (i.e. QRIS, DCFS licensing, Early Childhood Block Grant, etc.). We are ahead of other states that have Credentials that are not embedded in state requirements.

- As you participate in policymaking initiatives, continue to advocate for the cross-sector utilization of Gateways Credentials and programs.
- January 2, 2018 QC Telenet will be held if needed. Please keep this date/time on your calendar as a placeholder.
  - This telenet could be used to review the ECE Career Lattice after the WDP Committee has made changes.

**FY18 Meetings:**

- |                             |                   |         |                                    |
|-----------------------------|-------------------|---------|------------------------------------|
| ▪ Tuesday, January 2, 2018  | 1:30 PM – 2:30 PM | telenet | (first Tuesday) – <i>if needed</i> |
| ▪ Tuesday, February 6, 2018 | 1:30 PM – 3:00 PM | telenet | (first Tuesday)                    |
| ▪ Tuesday, April 3, 2018    | 1:30 PM – 3:00 PM | telenet | (first Tuesday)                    |
| ▪ Tuesday, June 5, 2018     | 1:30 PM – 3:00 PM | telenet | (first Tuesday)                    |

**Adjourned at 2:40 PM.**

**Attachments available upon request.**

