



GATEWAYS TO OPPORTUNITY®

Illinois Professional Development System

Professional Development Advisory Council (PDAC)

Qualifications and Credentials Committee Telenet

January 11, 2017

2:30 pm – 4:00 pm

Amanda Quesenberry	Heather Seitz	Karen McCarthy	Sue Jackson
Ashley Moore	Jamie Nicols	Medina Bailey	Tami O’Daniel
Barbara Volpe	Janice Crow	Melissa Johnson	Tiana Cody
Christy Allen	Jill Enchelmayer	Miranda Lin	Teri Talan*
Connie Shugart	Joan Longtin	Nina Wargel	
Diane Scruggs	Johnna Darragh	Penny Williams-Wolford	
Elva DeLuna	Joni Scritchlow	Sharyl Robin	
Faith Arnold	Julie Lindstrom	Stephanie Hellmer	

*Denotes co-chairs

Welcome – Co-chair Teri Talan

Approval of December 20, 2016 Minutes

- Motion made by Penny Williams-Wolford.
- Motion seconded by Diane Scruggs.
- Motion passed and minutes approved.

Competencies—Johnna Darragh and Joni Scritchlow

- **The Pathways Micro Map—Attachment A**
 - This is a general overview of competencies for the ECE Credential (ECE), Infant Toddler Credential (ITC), Family Child Care (FCC) Credential, and the Illinois Director Credential (IDC). The IDC column is a work in progress and will be updated to include the “additional education requirements”.
 - All credential competencies were reviewed and “mapped” to the ECE Credential; with the exception of the Family Specialist Credential.
 - The competencies are leveled and build onto each other
- **ECE Credential—Attachment B**
 - The competencies are categorized into levels under each content area. The competencies also include the original benchmarks as well as the original alignment to the National Association for the Education of Young Children (NAEYC) standards and the Illinois Professional Teaching Standards (IPTs).
 - Attachment B only includes page 1 of 40 to minimize the amount of attachments sent by email. The ECE competencies were initially shared with QC during the February 2016 face to face meeting.
 - The Early Childhood Competency Table included in Attachment B includes the competencies required in each content area and for each level. The levels are listed across the top of the table.
- **Infant Toddler Credential (ITC)—Attachment C**

- The ITC competencies have the exact layout as the ECE competencies but are specific to birth to age three. Attachment C only includes page 1 of 12 of the ITC competencies to minimize the amount of attachments sent by email.
- The ECE Credential encompasses birth through age eight which includes birth to three, however, the ITC competencies emphasize content specific to working with children in the first three years (i.e. brain development).
- The Infant/Toddler Competency Table included in Attachment C includes the competencies required in each content area and for each level. The levels are listed across the top of the table.
- The ECE Credential competencies have also been “mapped” to include ITC specific benchmarks. Attachment C only includes page 1 of 40 of the “mapped” competencies to minimize the amount of attachments sent by email.
- **Family Child Care (FCC) Credential—Attachment D**
 - The FCC competencies have the exact layout as the ECE competencies but are specific to the family child care content areas. Attachment D only includes page 1 of 11 of the FCC competencies to minimize the amount of attachments sent by email.
 - The Family Child Care Credential Table included in Attachment D includes the competencies required in each FCC specific content area and for each level. The levels are listed across the top of the table.
 - Question: Why is Leadership & Advocacy missing from the FCC Credential Level 2 Competency Table?
 1. Competencies in each content area are not required at every level. Even throughout the pilot, the FCC Credential did not require applicants to have points in Leadership & Advocacy. The FCC Credential competencies align with the original development of the Family Child Care Credential requirements.
 2. It is also helpful to review the competency table while reviewing the framework simultaneously. For additional FCC Credential competency information, contact INCCRRA staff.
 - The ECE Credential competencies have also been “mapped” to include FCC Credential specific benchmarks. Attachment D only includes page 1 of 40 of the “mapped” competencies to minimize the amount of attachments sent by email.
- **Illinois Director Credential (IDC)—Attachment E**
 - The IDC competencies have the exact layout as the ECE competencies but are specific to the administrative content areas. Attachment E only includes page 1 of 14 of the IDC competencies to minimize the amount of attachments sent by email. No NAEYC or IPTS standards were included.
 - The Illinois Director Credential Table included in Attachment E includes the competencies required in each IDC specific content area and for each level. The levels are listed across the top of the table.
 - A new strategy was used to create the IDC Competency Table. The 10 administrative content areas were divided into three categories:
 1. Administrative Leadership
 - Legal and Fiscal Management (LFM)
 - Human Resource Development (HRD)
 - Marketing and Public Relations (MPR)
 - Program Operations and Facilities Management (POFM)
 2. Pedagogical Leadership
 - Educational Programming (EP)

- Family Partnerships (FP)
 - 3. Leadership Essentials
 - Personal and Professional Self-Awareness (PPS)
 - Leadership and Advocacy (LA)
 - Oral and Written Communication (OWC)
 - Technology (T)
 - The administrative content areas are stackable with the ECE Credential competencies.
 - This provides clarity of knowledge specific to the required administrative content areas in addition to the ECE competencies.
- **Family Specialist Credential (FSC)—Attachment F**
 - The FSC does not build from the ECE Credential.
 - From inception, the FSC was not built from leveled benchmarks rather than scaffolding knowledge required in each content area.
 - The FSC competencies have the exact layout as the other competencies. Attachment F only includes page 1 of 11 of the FSC competencies to minimize the amount of attachments sent by email.
 - The Family Specialist Credential Table included in Attachment F includes the competencies required in each FSC specific content area and for each level. The levels are listed across the top of the table.
 - Unlike the ECE Credential, the FSC does not have specific job titles or positions that can be aligned with each level.
 - From inception,
- **Overall Competency Model Discussion:**
 - The competency model provides more clear and comprehensive pathway to credential attainment.
 - All original benchmarks were included; a few have shifted into a different content area.
 - Higher Education Institution faculty can more accurately assess on four or five competencies per course rather than hundreds of benchmarks.
 - Development of new trainings or coursework is more streamlined and easier to assess 50 +/- competencies instead of 347 +/- benchmarks.
 - The Institute of Medicine (IOM) Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation supports the national shift to a competency model.
 - Competencies are not always equal to a certain amount of time or semester hours. There is no time or volume expectation required to meet a competency (i.e. a competency may be met by completing a training less than 7.5 clock hours).
 - Not all levels require competency in all content areas.
 - All Gateways Credentials will shift to the competency model.
 - The Technical Assistance (TA) Credential and the School-Age and Youth Development (SAYD) Credential competency work groups will begin soon.
 - The goal is to have all credential competency documents complete for distribution at the Higher Education Forum in April 2017.
 - Entitled route Higher Education Institutions will be required to shift to the competency model with a target date of January 1, 2018.
 - Direct route will be testing the competency model beginning in January 2018 with a statewide implementation goal of January 1, 2019.
 - **Suggestion:** Can the competency table headers have similar titles across each credential?

- The ECE Credential competency table headers are different from the ITC and FCC Credential headers as well as the Illinois Director Credential.
- **Question:** On the Pathways Micro Map, the IDC starts at the ECE Level III. Why doesn't it start at the Level 4 which requires the completion of a degree?
 - **Answer:** The IDC III does not require the ECE Level 6 (graduate degree). The IDC starts at ECE Level III because of the amount of ECE coursework/points. The "additional requirements" section of the micro map will be added for IDC.

Announcements/Updates:

- Family Child Care (FCC) Credential Committee—*Tami O'Daniel*
 - 422 total applications have been received.
 - Of those, 94 have been received since the Credential roll-out last year.
 - 159 total Credentials awarded.
 - The next Committee telenet will be on Thursday, January 19, 2017 from 1:00 PM–2:00 PM.
- Family Specialist Credential (FSC) Committee—*Diane Scruggs*
 - 120 applications received since statewide rollout (July 1st, 2016) for a total of 453 applications.
 - A total of 179 FSC have been awarded to date.
 - The committee met January 10th (Tuesday) to review the competencies, award credentials and review coursework, trainings, and work experience.
 - Upcoming meeting is scheduled for February 14, 2017 from 9:00 AM–10:30 AM.
- School-Age and Youth Development (SAYD) Credential Committee—*Christy Allen*
 - 76 applicants have applied since statewide rollout (July 1st, 2016) for a total of 446 applications.
 - A total of 214 SAYD Credentials awarded to date.
 - Next meeting is 1/19/17 to review another 8 applicants and course descriptions.
 - Competency work will begin soon.
- Technical Assistance Credential Committee—*Sharyl Robin*
 - 133 total applications have been received.
 - Of those, 2 applications have been received post pilot.
 - 56 total Credentials awarded.
 - The next Committee telenet will be on Tuesday, January 17, 2017 from 9:30 AM–11:00 AM.
 - Competency work will begin soon.
- State Agencies – nothing at this time.
- Donna Jacobson is the new Executive Director at the McCormick Center for Early Childhood Leadership.

Adjourned at 3:39 PM.

Attachments available upon request.

