

GATEWAYS TO OPPORTUNITY®

Illinois Professional Development System

PDAC Qualifications and Credentials (QC) Committee

Wednesday, September 11, 2019

10:00 AM—12:00 PM

Telenet

Agenda

Barbara Christmas	Elva DeLuna*	Leslie Layman	Rebecca Livengood	Tamara King
Barb Volpe	Heather Duncan	Malia Owens	Sharyl Robin	Tami O’Daniel
Beth Knight	Janice Crow	Melissa Johnson	Stephanie Hellmer	Tammy Notter
Christie Easley	Joni Scritchlow	Miranda Lin	Stephanie Herling	Teri Meismer
Cindy Mahr	Joyce Weiner	Pat Chamberlain	Sue Jackson	Teri Talan*
Debbie Rogers-Jaye	Julie Lindstrom	Patricia Twymon	Steven Sharp	Tom Layman
Diane Scruggs	Laurie Rhodes			

*denotes tri-chairs

Welcome – Teri Talan and Elva DeLuna; tri-chairs.

Approval of August 7, 2019 Minutes

- Patricia Twymon listed twice in attendee list.
- Motion to approve by Tammy Notter.
- Motion seconded by Pat Twymon.
- Motion passes and minutes approved.

Overview of Gateways Credential Competencies & Faculty Fellows Work – Joni Scritchlow

- In Spring 2019, the Faculty Fellows work began to review all Gateways to Opportunity Credential competencies, underlying master rubrics, and assessments to ensure a comprehensive, cohesive system.
- The Faculty Fellows work is set to complete in the next few weeks.
 - A technology resource guide for faculty will be shared during the Fall regional meetings.
- Assessment Toolboxes for every Gateways Credential will be strengthened upon a final review by a National Competency-Base Education expert.
- The National Association for the Education of Young Children (NAEYC) standards continue to be aligned to the Gateways ECE Credential along with the Illinois Professional Teaching Standards (IPTS) and other state and national standards. Since the NAEYC standards are currently being revised, the current standards are being used until the new NAEYC standards are complete.
- Regional meetings are scheduled to take place this Fall:
 - Friday, October 11, 2019 at Truman College.
 - Friday, November 1, 2019 at Northern Illinois University Naperville Campus.
 - December date forthcoming. (*December 6, 2019 at INCCRRA*).

Great Start Wage Supplement Scale & Credentials – Rebecca Livengood

- The PDAC Financial Supports (FS) Committee and Qualifications and Credentials (QC) Committee both include incentivizing Gateways Credentials in their current strategic plan.

- There are two attachments to use during this discussion:
 - Current Great START Wage Supplement Scale (Attachment A).
 - Draft Gateways Credentials and Great START Crosswalk (Attachment B).
- The goal is to incentivize Gateways Credentials. The draft scale lists all current Gateways Credentials.
 - The Credentials listed in yellow highlight are those that could be added and may not need to open Administrative Rule.
 - The Credentials listed in green highlight are those that could be added but would need to open Administrative Rule.
- Question: What about licensed exempt and Preschool for All programs that typically aren't eligible for Great START (GS)?
 - Answer: This is a good question that will be tabled for further discussion during a future FS and/or QC Committee meeting.
- Questions from the FS Committee:
 1. For the GS Scale Level 3, 4, and 5, is the education in fact higher than licensing requirements?
 - The ECE Credential Level 2 at GS Level 3 is not intended for teachers.
 - CDA plus 12 semester hours is closer to the ECE Credential Level 2 vs. having only a CDA.
 - The Family Child Care Credential (FCC) Level 3 ties to an ECE Credential Level 2 which is why they are both at GS Level 3.
 - The FCC Credential and SAYD Credential Level 2 requires a high school diploma/GED and can be earned through training; similar to obtaining a CDA.
 - **Question:** Does school-age work experience meet eligibility requirements?
 - Although before and after school programs can be year-round, they typically do not work enough hours.
 - This potential recommendation does not change GS eligibility requirements.
 2. Should the Infant Toddler Credential (ITC) Level 3 be listed at GS Level 5?
 - It is higher than the ECE Credential Level 3 since it includes additional infant toddler specific coursework or training.
 3. The Family Specialist Credential (FSC) and Technical Assistance Credential (TA) may not meet eligibility requirements as they are not working directly with children.
 - Adding new positions to eligibility requirements would require an Administrative Rule change.
 - The QC Committee agrees to remove FSC and TA Credentials from the GS Scale until the FS Committee does a deeper dive to include all Gateways Credentials.
- Comments and other changes:
 - Move the Illinois Director Credential Level I to the Great START Level 8.
 - The ITC Level 4 is higher than the ECE Credential Level 4 because it includes since it includes additional infant toddler specific coursework or training.
 - Approximately 75% of higher education institutions aligned to the ITC require infant toddler specific coursework added to the ECE Credential coursework.
 - A small number of institutions have created unique programs to obtain an ECE Credential and Infant Toddler Credential simultaneously.

- The QC Committee agreed to support this recommendation. The full recommendation with the changes indicated above will be emailed to both the QC Committee and FS Committee for a vote. *(Vote approved via email on September 20th, 2019).*

Timeframe Credential Applications Remain Open (Attachment C)

- Currently when professionals apply for Gateways Credentials, the application can remain open for five years.
 - As the chart shows, 95% of Credentials are awarded in the first 24 months (2 years) of applying and 99% are awarded within 36 months (3 years).
 - When Credentials were created 15-20 years ago, there were gaps in coursework available and minimal schools aligned to Credentials.
 - Gateways Credential Counselors work with the field to fill in gaps in education.
 - The Counselor's time is better spent supporting the 95-99% rather than focus on the 1% with continuous email reminders and phone calls.
 - The remaining 1% attains a Credential in year four or five.
 - Shortening the timeframe would incentivize Gateways Credential attainment in a timely manner.
- **Question:** Could you possibly keep graduate level Credential applications open longer?
 - Answer: The timeline for all Gateways Credential applications would be the same. It would benefit the field to streamline processes for the vast majority. Timelines cannot be tailored by applicant or Credential type/level.
- **Question:** Can INCCRRA staff scan the 194 awarded in the fourth and fifth year for any graduate level Credentials awarded?
 - Answer: Yes, INCCRRA staff will scan these 194 applicants and report results during the next QC Committee telenet.
- A potential recommendation will be discussed during the November QC Committee telenet.

Career Lattices (Attachment D and E)

- The Gateways School-Age & Youth Development Career Lattice includes Gateways Credentials that can be obtained using the School-Age & Youth Development (SAYD) Credential as the foundation.
 - Question: Why is the IDC Level I tied to the SAYD Level 4 when it also ties to the ECE Credential Level 3?
 - Answer: The school-age and youth development field is unique and typically has a slightly less formal education than ECE. The SAYD Credential Level 4 is comparable to the ECE Credential Level 3 education requirements.
- The Gateways Family Specialist Credential Career Lattice includes Gateways Credentials that can be obtained using the Family Specialist Credential (FSC) as the foundation.
 - The FSC can coach and mentor family workers but does not tie to any other Gateways Credentials.
- A five-finger vote was taken from the QC Committee to approve both the Gateways School-Age & Youth Development Career Lattice and Gateways Family Specialist Credential Career Lattice with all voting members approving both recommendations.
 - These recommendations will be presented during the PDAC Steering Committee on October 16, 2019.

Announcements

- Preschool Development Grant Birth through Five (PDG B-5):
 - PDG B-5 – Includes some funding in Phase 4 to reduce or eliminate Credential fees for approximately 100 – 200 individuals between now and December 2019.
- City of Chicago:
 - City of Chicago – There is an opportunity for reduced or free Credentials for a targeted audience within the City of Chicago. This targeted audience would most likely include those who work with infants and toddlers as well as family workers/specialists.
 - Details and a model for implementation is underway.
- Neither funding stream is unlimited nor large enough for the whole state. It will not be marketized or announced but will be targeted to specific individuals or programs within certain parameters.
 - The QC Committee is actioned to be ambassadors for these initiatives to support the fields' understanding of the parameters regarding the limited funding for Credential fees.
- Please mark your calendars for the upcoming QC Committee telenet on November 5th, 2019.

Adjourn



Attachment A

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 ¹	Supp. ²
1		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
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
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
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
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
6	E	Illinois Director Credential I	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
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	Illinois Director Credential II	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
10	A	Masters Degree in ECE/CD	A/FCC/G/T/D	\$1,950
10	B	Illinois Director Credential III	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.

Attachment B

DRAFT Gateways Credentials & Great START Crosswalk September 2019

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Level	Option	Education	Eligibility	Suppl.
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) FCC Level 2, SAYD Level 2, FSC 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	ECE Level 2, FCC Level 3, SAYD Level 3, FSC Level 3	A/FCC/G	375
3	C	CDA/CCP/Montessori Credential + 12 sem (18 qtr) hrs toward a degree	A/FCC/G/T	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) ECE Level 3, ITC Level 2, SAYD Level 4	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) ITC Level 3, FCC Level 4	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) FSC Level 4	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) ECE Level 4, IDC Level I	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 (45qtr) in ECE/CD) ITC Level 4, SAYD Level 5, TA Level 4	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) FCC Level 5, FSC 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, TA Level 5	A/FCC/G/T/D	1,950
10	B	Illinois Director Credential Level III	A/FCC/G/T/D	1,950

Proposed:

11	A	IDC III, ECE Level 6, ITC Level 6, TA Level 6	A/FCC/G/T/D	2,100
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Great START Eligibility Requirements:

<http://www.ilgateways.com/index.php/financial-opportunities/great-start/am-i-eligible-for-great-start>

DRAFT Gateways Credentials & Great START Crosswalk September 2019

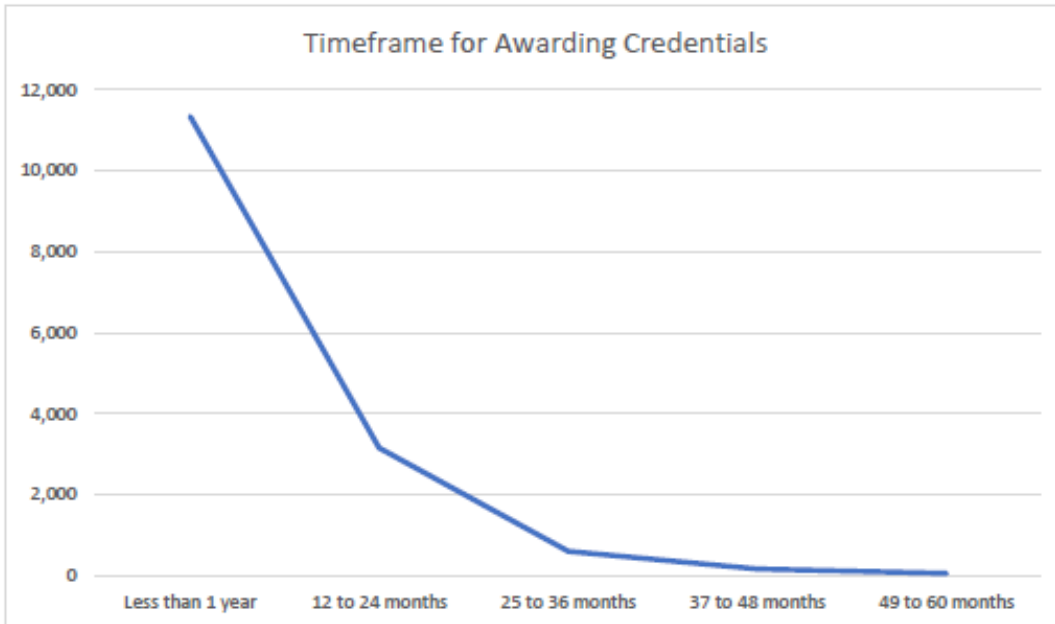
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Attachment C

**PDAC Qualifications & Credentials Committee Discussion
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Credential Applications 9/4/2014–9/4/2019	# of Credentials awarded (excluding Level 1)
Less Than 1 Year (first full year of application 0-12 months)	11,347
1 Years (second full year of application 12-24 months)	3,175
2 years (third full year of application 25-36 months)	588
3 years (fourth full year of application 37-48 months)	150
4 years (fifth full year of application 49-60 months)	44
Total Credentials Awarded within the last 5 years:	15,312

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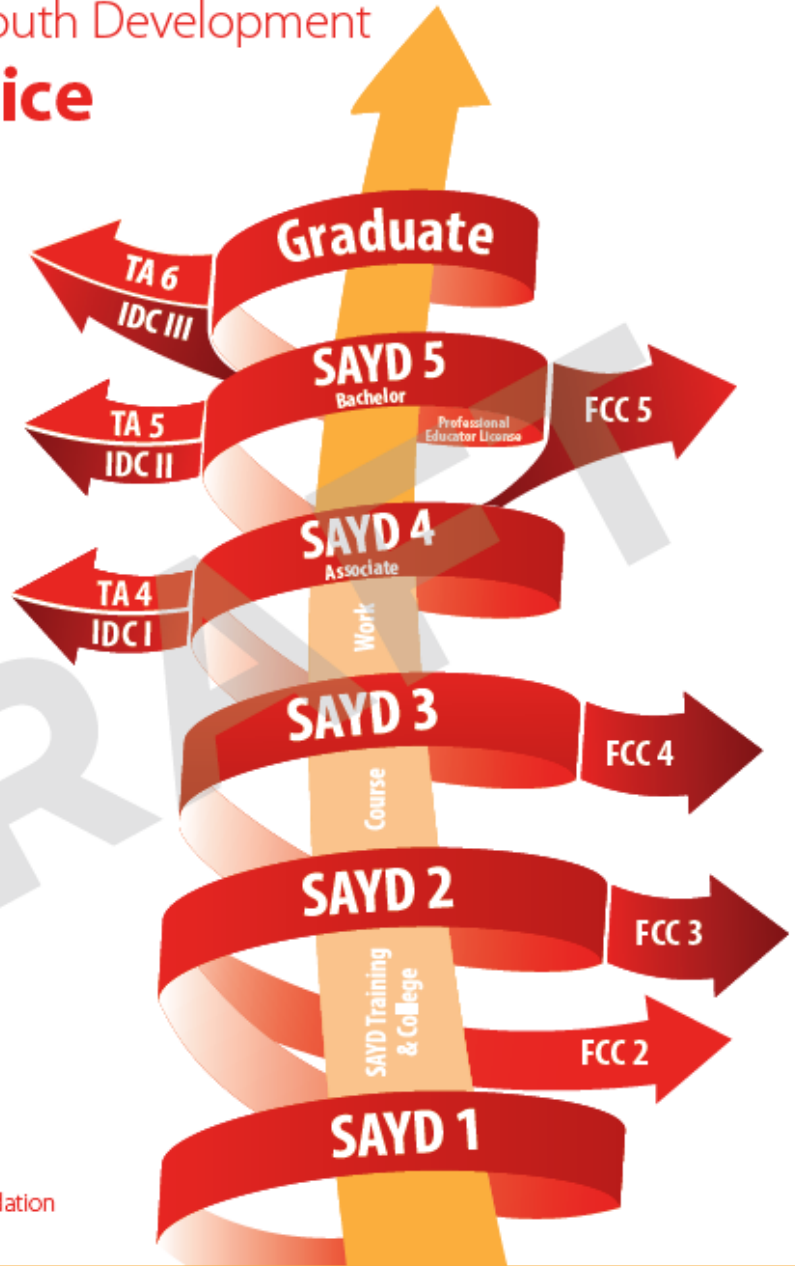
Gateways to Opportunity® School-Age and Youth Development Career Lattice

SAYD: Foundational School-Age and Youth Development requirements for these Credentials

FCC: Family Child Care Credential

IDC: Illinois Director Credential

TA: Technical Assistance Credential



The SAYD Credential can be the foundation for these Gateways Credentials.



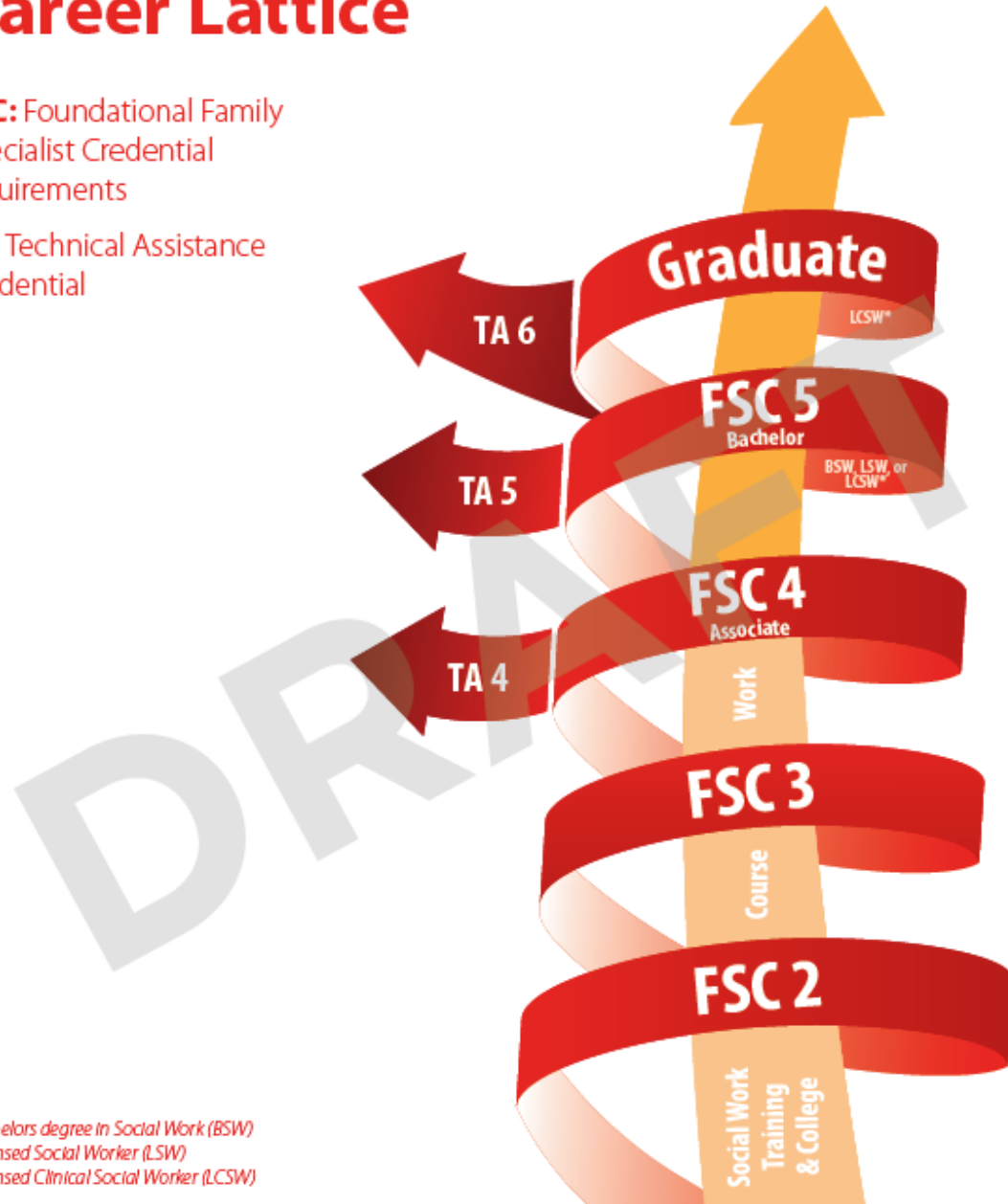
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More details on each Credential can be found at www.ilgateways.com

Gateways to Opportunity® Family Specialist Career Lattice

FSC: Foundational Family Specialist Credential requirements

TA: Technical Assistance Credential



*Bachelors degree in Social Work (BSW)
Licensed Social Worker (LSW)
Licensed Clinical Social Worker (LCSW)



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