

# GATEWAYS TO OPPORTUNITY®

## Illinois Professional Development System

### PDAC Qualifications and Credentials (QC) Committee

Tuesday, November 5, 2019

1:30 PM—3:00 PM

Telenet

Agenda

Barbara Christmas	Diane Scruggs	Melissa Szymczak	Stephanie Herling
Bela Mote*	Emma Vibber	Miranda Lin	Steven Sharp
Brenda Eastham	Heather Duncan	Patricia Twymon	Tamara King
Carole Franke	Joni Scritchlow	Sandy Young	Tami O'Daniel
Carolyn Beal	Joyce Weiner	Sharyl Robin	Tammy Notter
Christy Allen	Julie Lindstrom	Sergio Hernandez	Teri Meismer
Connie Shugart	Leslie Layman	Sherry Sullivan	Teri Talan*
Debbie Rogers-Jaye	Melissa Johnson	Stephanie Hellmer	Terri Lamb

\*denotes tri-chairs

**Welcome** – Bela Mote and Teri Talan; tri-chairs

#### **Approval of September 11, 2019 Minutes**

- Motion to approve by Teri Talan.
- Motion seconded by Tammy Notter.
- Motion passes and minutes approved.

#### **Updates from PDAC Steering Committee**

- The Gateways to Opportunity School-Age & Youth Development Career Lattice recommendation was approved during the PDAC Steering Committee meeting on October 16<sup>th</sup>, 2019. It will be submitted to the full PDAC Committee on November 15, 2019 and then to the Illinois Department of Human Services (IDHS).
- The Gateways to Opportunity Family Specialist Career Lattice recommendation needed some clarification on the alignment to nationally accredited Bachelor and Graduate degree programs in Social Work prior to being approved by PDAC Steering. The Steering Committee asked that the recommendation go back to the Qualifications & Credentials (QC) Committee to discuss this alignment (Attachment A, B, C, and D).
  - Attachment A is the signed IDHS recommendation from June 30, 2016.
  - Attachment B is the Council on Social Work Education (CSWE) Educational Policy and Accreditation Standards.
  - Attachment C is the Gateways Family Specialist Credential (FSC) framework that includes the approved recommendation that nationally accredited Bachelor's and Graduate degrees in Social Work meet the FSC Level 5.
  - Attachment D is the Gateways to Opportunity Family Specialist Career Lattice.
  - At the conclusion of the PDAC QC Ad-Hoc Family Specialist Credential Committee's work, they reviewed the CSWE core competencies and standards in relation to the FSC Level 5. Their work determined that those with a Bachelor's or Graduate degree in

Social Work from a CSWE accredited institution would meet the core foundational knowledge needed to work with families.

- This additional information along with the CSWE Accreditation Standards was helpful and will support the QC tri-chairs when they resubmit the Gateways to Opportunity Family Specialist Career Lattice recommendation to PDAC Steering in December.

#### **Timeframe Credential Applications Remain Open**

- During the September 11, 2019 QC Committee telenet, discussion began regarding the length of time applicants take to earn a Gateways Credential. The current procedure is to allow applicants five years to complete the education, training, and work experience components. The topic of discussion was whether to shorten the timeframe Credential applications remain open.
- Follow-Up: Were any Graduate Level Gateways Credentials awarded in the fourth or fifth year of applying for a Credential? Why did they need more than three years?
  - Answer: There were two Gateways Illinois Director Credential Level IIIs awarded after the third and fourth year of application (Attachment E).
    - Applicant #1 completed work experience and Area of Expertise in year two but did not submit until year three.
    - Applicant #2 had a gap in the Marketing and Public Relations content area and was provided training options several times before completing in year four.
  - Both applicants could have submitted documentation within the three-year timeframe.
  - Summary:
    - 3-year Gateways Credential application limit would encompass 99% of Credentials awarded.
    - 2-year Gateways Credential application limit would encompass 95% of Credentials awarded.
- Timeframe Recommendation (Attachment F)
  - Option 1 – Credential applications remain open for up to two years.
  - Option 2 – Credential applications remain open for up to three years.
    - Allowing for three years still provides time for applicants to take coursework or trainings to fill in gaps and would still be conducive to those working and taking courses simultaneously.
  - The QC Committee agreed to Option 2 – Credential applications remain open for up to three years.
    - A five-finger vote was taken with 100% voting four or five fingers.
    - This recommendation will be submitted to PDAC Steering at their December meeting.

#### **ESL & Bilingual Credential Recommendation (Attachments G, H, and I) – Sergio Hernandez & Joyce Weiner**

- The ESL & Bilingual Credential had robust discussion regarding the use of trainings for the ESL & Bilingual Credential pilot.
- To allow the most flexibility and allow for multiple pathways, the Committee recommends the use of up to 18 competencies may be documented through Credential approved training for Levels 2 – 4 (Attachment G and H). This would allow the field to obtain an ESL & Bilingual Credential Level 2 with all training. This is consistent with several other Gateways Credentials (Attachment I).

- Allowing Level 2 to have a training only option would support the skill sets for Teachers and Teacher Assistants to work with multilingual children and families. It also provides an entry level career pathway that also ties to college coursework.
  - There are currently no trainings that exist to meet the ESL & Bilingual competencies at any level.
  - The ESL & Bilingual Credential is a specialization Credential of the ECE Credential which requires college coursework at all levels.
- Question: What is the Credential approved training process?
  - There is a procedure in place similar to what colleges and universities go through to become entitled for Gateways Credentials.
  - PDAC approved a Credential approved training process years ago. This process is extensive and requires trainer education and experience, rigorous training content and an internal two-step review process.
- The Credential approval process for Higher Education Institutions is not the same as trainings being Credential approved. However, the trainings must have an assessment component which could potentially come from the assessments within the toolboxes.
- This recommendation is to test the number of competencies to be met through Credential approved trainings during the pilot. After the pilot, the ESL & Bilingual Credential Committee may make changes to the Credential.
- Question: How can the field apply for the Professional Educator License (PEL) with the ESL &/or Bilingual endorsement if there were so many trainings to get the Credential?
  - Answer: The Illinois State Board of Education (ISBE) is still determining pathways for coursework transfer to the PEL endorsement.
    - If pilot ESL & Bilingual Credential colleges and universities require three to four college courses to get the Level 4, it is quite possible only two of those courses would transfer to a four-year institution toward the PEL endorsement.
- Question: Why did the Committee not select the option of stacking trainings allowed by level?
  - Answer: The Committee did discuss allowing six competencies at Level 2, ten competencies at Level 3 and 15 competencies at Level 4. However, the ESL & Bilingual Committee intentionally allowed for all trainings at Level 2 to recognize not everyone will pursue additional college coursework. The ESL & Bilingual Credential Level 2 may be the highest level they pursue.
- Question: Why wasn't the PDAC recommendation of 30 % of Credential points/competencies maximum followed in this instance?
- Addendum to the minutes: Percentage allowed to come from training by level.

Credential Type & Level	Infant Toddler Credential	Family Child Care Credential	Family Specialist Credential	SAYD Credential
Level 2	100%	100%	100%	100%
Level 3	48%	64%	62%	36%
Level 4	37%	37%	32%	31%
Level 5	51%	30%	30%	30%
Level 6	37%	n/a	n/a	n/a

- This is a groundbreaking Credential. No other states are doing this work.
- A five-finger vote was taken with 92% voting three or four fingers.
  - The ESL & Bilingual Credential Committee will follow-up with voting members' concerns.
  - This recommendation will be submitted to PDAC Steering at their December meeting.

**NAEYC P2P – Teri Talan**

- Decision Cycles 7 & 8 are currently open. Please be sure to participate and add comments.

**Updates: Gateways Credential Competencies & Faculty Fellows Work – Joni Scritchlow**

- Faculty Fellows work and infrastructure is its final stages. Regional meetings have been held in October and November with the final meeting in December. Toolboxes will be populated and will be shared starting with ECE first. There should be more information to share by the February QC telenet.

**Announcements**

- PDAC Strategic Plan – Committee Follow-Up: During the September QC telenet, a question was raised regarding positions eligible for Great START. This work will be primarily done with the Financial Supports (FS) Committee.
- Credentialing Opportunities:
  - Southern Illinois Center Program Staff (PDG B-5) – funding allowed Credential fees to be waived starting with SDAs 15 and 16 for the ECE, Infant Toddler, and Illinois Director Credential.
  - Chicago Early Learning Workforce – Infant Toddler Credential and Family Specialist Credential. The City of Chicago has funds in place to support the advancement of Gateways Credentials for Department of Family Support Services (DFSS) funded programs. This work will be completed in phases starting with infant toddler teachers and teacher assistants needing an Infant Toddler Credential Level 4 or 5.

**Adjourn**

Attachment A



**RECOMMENDATION FOR APPROVAL**

**DATE:** March 4, 2016

**COMMITTEE MAKING RECOMMENDATION:** Gateways Family Specialist Credential Committee

**RECOMMENDATION:** Include "Bachelor's or Graduate degree in Social Work from a nationally accredited program at a college or university meets these requirements" across the General Education Requirements, Content Area Specific Education and Work and Practical Experience for the Gateways Family Specialist Credential Level 5 (e.g. Council on Social Work Education-CSWE).

**RATIONALE:** All pilot applicants with a Bachelor's or Graduate degree in Social Work exceeded the General Education Requirements, Content Area Specific Education and Work and Practical Experience for the Gateways Family Specialist Credential Level 5. This is comparable to a Professional Educator License with endorsement in Early Childhood Education for the ECE Credential Level 5.

**DISPOSITION:**

**PDAC Ad-Hoc Family Specialist Credential Committee**

**Approved:** X **Date:** 3/11/16

**Disapproved:** **Date:**

**PDAC Qualifications and Credentials Committee**

**Approved:** X **Date:** 3/17/16

**Disapproved:** **Date:**

**DISPOSITION:**

**PDAC Steering Committee**

**Approved:** X **Date:** 3/23/16

**Disapproved:** **Date:**

**DISPOSITION:**

**PDAC**

**Approved:** X **Date:** 4/29/16

**Disapproved:** **Date:**

**DISPOSITION:**

**IDHS, Bureau of Child Care and Development**

**Approved:** X **Date:** 6-30-16 AW

**Disapproved:** **Date:**



## Attachment B

**2015 Educational Policy and Accreditation Standards (EPAS)**

<https://www.cswe.org/Accreditation/Accreditation-Process/2015-EPAS>

Gateways to Opportunity® **Family Specialist Credential (FSC)** Framework

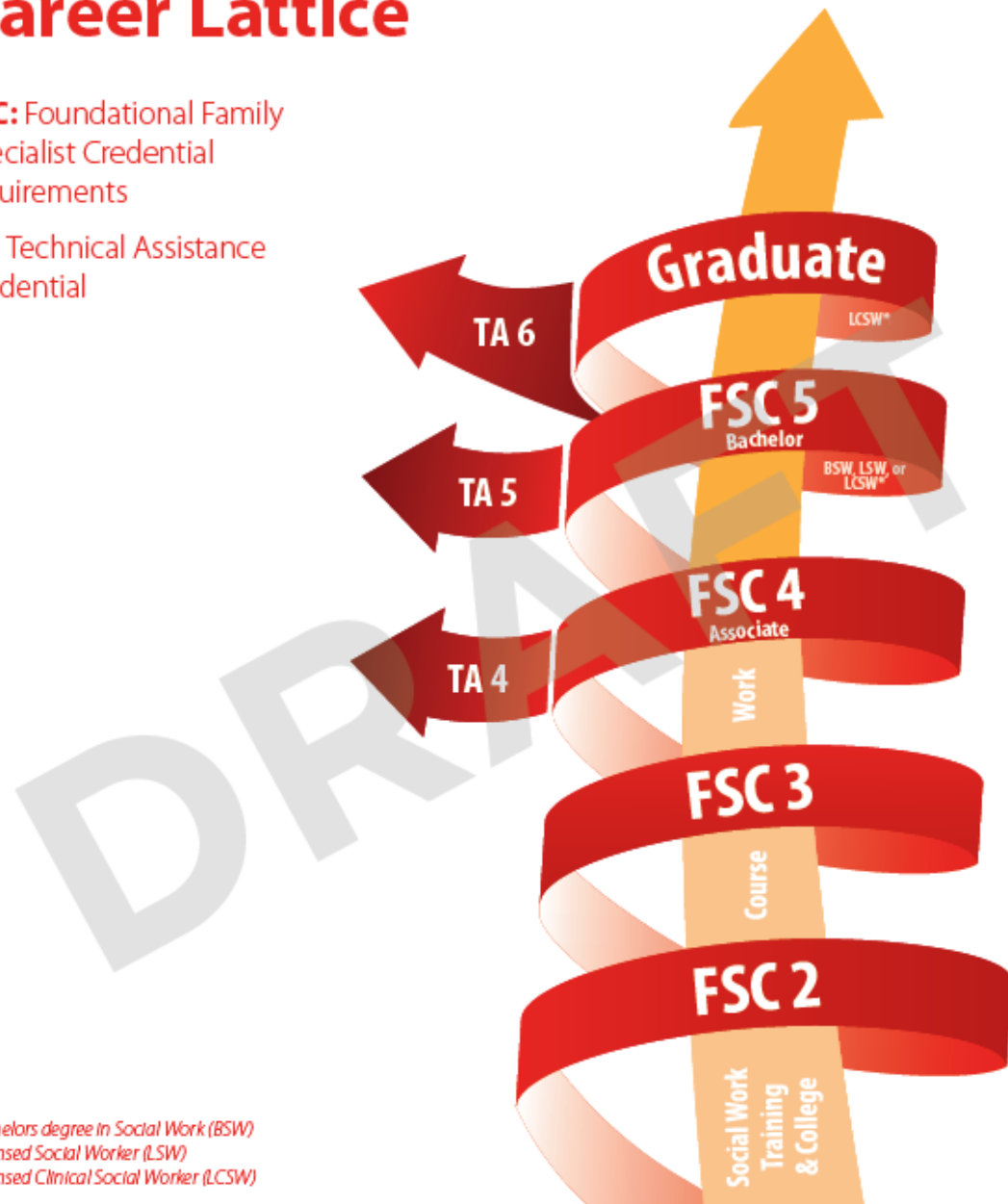
In addition to meeting required competencies through college coursework;  
Up to 8 competencies (total) may be documented through credential approved training for Levels 2-4  
Up to 12 competencies (total) may be documented through credential approved training for Level 5

The Illinois Association of Community Action Agencies (IACAA) Family and Community Development Certification meets these FSC competencies: OA2, CPD1, IRE2, FCR1, FCR2, PPD2 and PPD3.

# 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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More details on each Credential can be found at [www.ilgateways.com](http://www.ilgateways.com)



## Attachment E

### PDAC QC Committee discussion only – NOT FOR DISTRIBUTION

- 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.
  - Follow-up: Two of 194 were graduate level Illinois Director Credential Level III.
    - #1 - Applied for IDC III on 9/26/2016. Awarded 5/31/2019.
      - INCCRRA staff contacted regularly requesting Area of Expertise and administrative work experience forms.
      - Forms received 5/24/2019.
        - Work experience was complete as of January 28, 2019.
      - Took just over two and a half years.
    - #2 - Applied to level advance from IDC II on 11/12/2015. Awarded 1/10/2019.
      - INCCRRA staff identified a gap in Marketing and Public Relations (MPR) Content Area and Area of Expertise form.
      - Training options offered to applicant 1/31/2017, 3/6/2018 and 12/3/2018.
        - Training completed and submitted on 1/5/2019.
      - Took three years and two months.
    - Both applicants could have submitted documentation within the three-year timeframe.

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#### Summary:

- 3-year Gateways Credential application limit would encompass 99% of Credentials awarded
- 2-year Gateways Credential application limit would encompass 95% of Credentials awarded

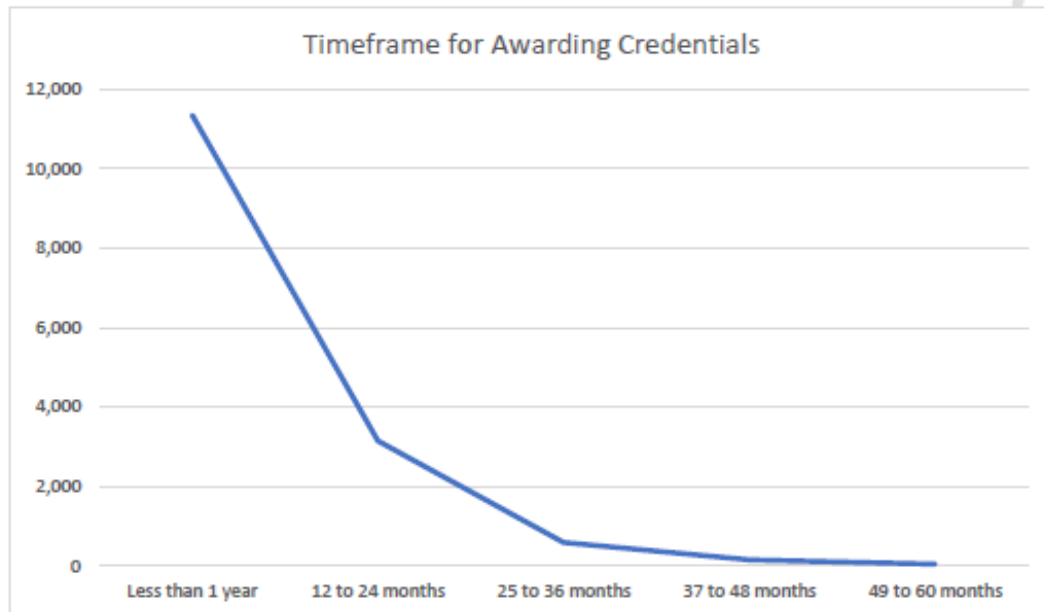
Attachment E continued

PDAC QC Committee discussion only – NOT FOR DISTRIBUTION

**PDAC Qualifications & Credentials Committee Discussion  
NOT FOR DISTRIBUTION**

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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Attachment F



**GATEWAYS TO OPPORTUNITY**  
Illinois Professional Development System

**Professional Development Advisory Council (PDAC)**

**RECOMMENDATION FOR APPROVAL**

**DATE:** November 5, 2019

**COMMITTEE MAKING RECOMMENDATION:** PDAC Qualifications & Credentials (QC) Committee

**RECOMMENDATION:**

**Option 1:** The PDAC QC Committee recommends any Gateways to Opportunity Credential applications remain open for up to 2 years.

**RATIONALE:** Gateways Credentials awarded data shows 95% of all Gateways Credentials (excluding Level 1) are awarded with the first 24 months (2 years) of applying. The PDAC QC Committee recommends Gateways Credential applications remain open for up to 2 years.

**Option 2:** The PDAC QC Committee recommends any Gateways to Opportunity Credential applications remain open for up to 3 years.

**RATIONALE:** Gateways Credentials awarded data shows 99% of all Gateways Credentials (excluding Level 1) are awarded with the first 36 months (3 years) of applying. The PDAC QC Committee recommends Gateways Credential applications remain open for up to 3 years.

**DISPOSITION:**

**Qualifications & Credentials Committee**

**Approved:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Disapproved:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**DISPOSITION:**

**PDAC Steering Committee**

**Approved:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Disapproved:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**DISPOSITION:**

**PDAC**

**Approved:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Disapproved:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**DISPOSITION:**

**IDHS, Bureau of Child Care and Development**

**Approved:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Disapproved:** \_\_\_\_\_ **Date:** \_\_\_\_\_



## Attachment G

### Gateways to Opportunity® ESL & Bilingual Credential Framework

	EDUCATION REQUIREMENTS	COLLEGE EDUCATION & TRAINING REQUIRED COMPETENCIES TO SUPPORT DUAL LANGUAGE LEARNERS	WORK & PRACTICAL EXPERIENCE WITH DUAL LANGUAGE LEARNERS
<b>LEVEL 5</b>	Professional Educators License (ECE Credential Level 5 or higher)	ISBE ESL or Bilingual Endorsement Standards	ISBE ESL or Bilingual Endorsement Requires - 100 clock hours
<b>LEVEL 4</b>	ECE Credential Level 4 or higher	<i>Must meet all previous level competencies plus:</i> Human Growth and Development (HGD8) Observation and Assessment (OA5, OA6, OA7, OA8) Curriculum or Program Design (CPD5, CPD6, CPD7, CPD8) Interactions, Relationships, and Environments (IRE7, IRE8) Family and Community Relationships (FCR7, FCR8, FCR9) Personal and Professional Development (PPD4, PPD5, PPD6)	50 total hours of supervised experience with dual language learners and their families <i>or</i> 900 total hours of documented dual language learners work experience
<b>LEVEL 3</b>	ECE Credential Level 3 or higher	<i>Must meet all previous level competencies plus:</i> Human Growth and Development (HGD5, HGD6, HGD7) Observation and Assessment (OA3, OA4) Curriculum or Program Design (CPD2, CPD3, CPD4) Interactions, Relationships, and Environments (IRE4, IRE5, IRE6) Family and Community Relationships (FCR5, FCR6) Personal and Professional Development (PPD2, PPD3)	10 hours of supervised experience with dual language learners and their families <i>or</i> 450 total hours of documented dual language learners work experience
<b>LEVEL 2</b>	ECE Credential Level 2 or higher	<i>Must meet all previous level competencies plus:</i> Human Growth and Development (HGD1, HGD2, HGD3, HGD4) Health, Safety, and Well-Being (HSW1, HSW2, HSW3) Observation and Assessment (OA1, OA2) Curriculum or Program Design (CPD1) Interactions, Relationships, and Environments (IRE1, IRE2, IRE3) Family and Community Relationships (FCR1, FCR2, FCR3, FCR4) Personal and Professional Development (PPD1)	5 hours of observation with dual language learners and their families <i>or</i> 200 hours of documented dual language learners work experience

Up to 18 competencies may be documented through credential approved training for Levels 2–4

## Attachment H



### Professional Development Advisory Council (PDAC)

#### **RECOMMENDATION FOR APPROVAL**

**DATE:** October 30, 2019

**COMMITTEE MAKING RECOMMENDATION:** ESL & Bilingual Ad Hoc Credential Committee

**RECOMMENDATION:** The ESL & Bilingual Credential Committee recommends that up to a total of 18 competencies be allowed from Credential Approved trainings at Levels 2-4.

**RATIONALE:** Recognizing and valuing trainings through integration into the Gateways ESL & Bilingual Credential will create consistency with other existing Credentials and support those working with multicultural/multilingual families. Allowing Credential applicants the option of utilizing trainings to cover all 18 competencies at the ESL & Bilingual Credential Level 2 would incentivize development of a cadre of trainings to distinctly meet the Level 2 competencies so that there is a clear training pathway as well as a college course pathway. Trainings could also be designed to meet the gaps in competencies identified at other levels of the Credential. This model aligns with the Level 2 for the Infant and Toddler Credential, Family Child Care Credential, Family Specialist Credential, and the School-Age and Youth Development Credential.

**DISPOSITION:**

PDAC Qualifications and Credentials ESL & Bilingual Ad Hoc Credential Committee

Approved: X                      Date: 10.30.19

Disapproved:                      Date:

**DISPOSITION:**

PDAC Qualifications and Credentials Committee

Approved:                      Date:

Disapproved:                      Date:

**DISPOSITION:**

Steering

Approved:                      Date

Disapproved:                      Date:



## Attachment I

### Gateways to Opportunity® Infant Toddler Credential (ITC) Framework

	EDUCATION REQUIREMENTS	COLLEGE EDUCATION & TRAINING REQUIRED COMPETENCIES WITH INFANTS & TODDLERS (BIRTH TO 36 MONTHS)	WORK & PRACTICAL EXPERIENCE WITH INFANTS & TODDLERS
<b>LEVEL 6</b>	Graduate Degree and ECE Credential Level 5 or higher	<i>Must meet all previous level competencies plus:</i> ITC Human Growth and Development (HGD8) ITC Health, Safety, and Well-Being (HSW6, HSW7) ITC Observation and Assessment (OA4, OA5, OA6) ITC Curriculum or Program Design (CPD6, CPD7, CPD8) ITC Interactions, Relationships, and Environments (IRE8) ITC Family and Community Relationships (FCR8) ITC Personal and Professional Development (PPD6, PPD7, PPD8, PPD9) [18 points]	Must meet Level 5 work and practical experience plus an additional 1,800 hours of documented experience with infants, toddlers, and their families <i>or</i> 3,600 total hours of documented experience with infants, toddlers, and their families
<b>LEVEL 5</b>	ECE Credential Level 5	<i>Must meet all previous level competencies plus:</i> ITC Human Growth and Development (HGD7) ITC Curriculum or Program Design (CPD5) ITC Family and Community Relationships (FCR7) ITC Personal and Professional Development (PPD5) [12 points]	Minimum of 100 hours supervised experience with infants, toddlers, and their families <i>or</i> 1,800 total hours of documented work experience with infants, toddlers, and their families
<b>LEVEL 4</b>	ECE Credential Level 4 or higher	<i>Must meet all previous level competencies plus:</i> ITC Human Growth and Development (HGD6) ITC Health, Safety, and Well-Being (HSW5) ITC Observation and Assessment (OA3) ITC Curriculum or Program Design (CPD4) ITC Interactions, Relationships, and Environments (IRE7) ITC Family and Community Relationships (FCR5, FCR6) ITC Personal and Professional Development (PPD4) [6 points]	50 total hours of supervised experience with infants, toddlers, and their families <i>or</i> 900 total hours of documented work experience with infants, toddlers, and their families
<b>LEVEL 3</b>	ECE Credential Level 3 or higher	<i>Must meet all previous level competencies plus:</i> ITC Human Growth and Development (HGD4, HGD5) ITC Health, Safety, and Well-Being (HSW3, HSW4) ITC Observation and Assessment (OA1, OA2) ITC Curriculum or Program Design (CPD1, CPD2, CPD3) ITC Interactions, Relationships, and Environments (IRE4, IRE5, IRE6) ITC Family and Community Relationships (FCR4) ITC Personal and Professional Development (PPD3) [6 points]	10 hours of supervised experience with infants, toddlers, and their families <i>or</i> 450 total hours of documented work experience with infants, toddlers, and their families
<b>LEVEL 2</b>	ECE Credential Level 2 or higher	ITC Human Growth and Development (HGD1, HGD2, HGD3) ITC Health, Safety, and Well-Being (HSW1, HSW2) ITC Interactions, Relationships, and Environments (IRE1, IRE2, IRE3) ITC Family and Community Relationships (FCR1, FCR2, FCR3) ITC Personal and Professional Development (PPD1, PPD2) [3 points]	5 hours of supervised experience with infants, toddlers, and their families <i>or</i> 200 hours of documented work experience with infants, toddlers, and their families

The Infant Toddler Childhood Development Associate (CDA) = ITC HSW1, ITC HSW2, ITC IRE1, ITC IRE2, ITC IRE3, ITC FCR3, ITC PPD2 plus ECE FCR1 and ECE PPD1.

In addition to meeting required competencies through college coursework;  
Up to 13 competencies (total) may be documented through credential approved training for Levels 2-4  
Up to 20 competencies (total) may be documented through credential approved training for Level 5 and 6



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### Gateways to Opportunity® Family Child Care (FCC) Credential Framework

	EDUCATION REQUIREMENTS	COLLEGE EDUCATION & TRAINING REQUIRED COMPETENCIES IN EARLY CARE AND EDUCATION OR SCHOOL-AGE	COLLEGE EDUCATION & TRAINING REQUIRED COMPETENCIES FOR FAMILY CHILD CARE PROVIDERS	WORK & PRACTICAL EXPERIENCE IN FAMILY CHILD CARE
<b>LEVEL 5</b>	Bachelor's Degree	ECE or SAYD Credential Level 4 or higher	<i>Must meet all previous level competencies plus:</i> FCC Leadership and Advocacy (LA6, LA7) FCC Business (BUS6, BUS7) [12 points]	100 hours of supervised experience in Family Child Care <i>or</i> 3,600 hours of documented Family Child Care work experience
<b>LEVEL 4</b>	Associate's Degree <i>or</i> 60+ semester hours	ECE or SAYD Credential Level 3 or higher	<i>Must meet all previous level competencies plus:</i> FCC Leadership and Advocacy (LA2, LA3, LA4, LA5) FCC Business (BUS3, BUS4, BUS5) FCC Environment Management (EM9) [9 points]	50 hours of supervised experience in Family Child Care <i>or</i> 1,200 hours of documented Family Child Care work experience
<b>LEVEL 3</b>	Three semester hours in each: Any Math, English, and General Education electives (Psychology, Sociology, Science, etc.) (These 9 hours must be credit bearing and nondevelopmental 100 level +)	ECE or SAYD Credential Level 2 or higher	<i>Must meet all previous level competencies plus:</i> FCC Leadership and Advocacy (LA1) FCC Business (BUS2) FCC Environment Management (EM7, EM8) [6 points]	10 hours of supervised experience in Family Child Care <i>or</i> 600 hours of documented Family Child Care work experience
<b>LEVEL 2</b>	High School Diploma <i>or</i> GED	Options: ECE or SAYD Credential Level 2 or higher <i>or</i> ECE Human Growth and Development (ECE HGD1, ECE HGD2, ECE HGD3) ECE Health, Safety, and Well-Being (ECE HSW1, ECE HSW2) <i>or</i> A valid Infant Toddler, Preschool or Family Child Care CDA <i>or</i> Completion of ECE Level 1 or SAYD Level 1 and Excelerate® Illinois Bronze Circle of Quality Trainings [3 points]	FCC Business (BUS1) FCC Environment Management (EM1, EM2, EM3, EM4, EM5, EM6)	5 hours of observation in Family Child Care <i>or</i> 200 hours of documented Family Child Care environment experience

The Family Child Care CDA meets these FCC competencies: LA1, BUS1, EM1, EM3, EM4 and ECE FCR1 and ECE PPD1.

A valid home day care license issued in your name by the Illinois Department of Children and Family Services (DCFS) meets FCC BUS1.

At any level up to 7 competencies (total) may be documented through credential approved training



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## Attachment I continued

### Gateways to Opportunity® Family Specialist Credential (FSC) Framework

	EDUCATION REQUIREMENTS	COLLEGE EDUCATION & TRAINING REQUIRED COMPETENCIES FOR FAMILY SPECIALISTS	WORK & PRACTICAL EXPERIENCE DIRECTLY SERVING FAMILIES USING A STRENGTH BASED MODEL	
<b>LEVEL 5</b>	Bachelor's Degree	<i>Must meet all previous level competencies plus:</i> FSC Health, Safety, and Well-Being (HSW3, HSW4) FSC Observation and Assessment (OA4, OA5, OA6, OA7) FSC Curriculum or Program Design (CPD5, CPD6) FSC Interactions, Relationships, and Environments (IRE5) FSC Family and Community Relationships (FCR6, FCR7, FCR8, FCR9) FSC Personal and Professional Development (PPD6, PPD7) [33 points]	Minimum of 200 hours of family-related supervised experience <i>or</i> 1,200 total hours of documented family-related work experience	<b>LEVEL 5</b>
<b>LEVEL 4</b>	Associate's Degree <i>or</i> 60+ semester hours with (9 semester hours of English, Social Science, and any Math or Science) <i>(These 9 hours must be credit bearing and non-developmental 100 level +)</i>	<i>Must meet all previous level competencies plus:</i> FSC Health, Safety, and Well-Being (HSW2) FSC Observation and Assessment (OA1, OA2, OA3) FSC Curriculum or Program Design (CPD3, CPD4) FSC Interactions, Relationships, and Environments (IRE3, IRE4) FSC Family and Community Relationships (FCR3, FCR4, FCR5) FSC Personal and Professional Development (PPD5) [21 points]	100 total hours of family-related supervised experience <i>or</i> 500 total hours of documented family-related work experience	<b>LEVEL 4</b>
<b>LEVEL 3</b>	High School Diploma or GED and 6 semester hours (in 2 areas - English, Social Science, any Math or Science) <i>(These 6 hours must be credit bearing and non-developmental 100 level +)</i>	<i>Must meet all previous level competencies plus:</i> FSC Curriculum or Program Design (CPD1, CPD2) FSC Family and Community Relationships (FCR2) FSC Personal and Professional Development (PPD3, PPD4) [9 points]	20 hours of family-related supervised experience <i>or</i> 300 total hours of documented family-related work experience	<b>LEVEL 3</b>
<b>LEVEL 2</b>	High School Diploma or GED	FSC Human Growth and Development (HGD1, HGD2) FSC Health, Safety, and Well-Being (HSW1) FSC Interactions, Relationships, and Environments (IRE1, IRE2) FSC Family and Community Relationships (FCR1) FSC Personal and Professional Development (PPD1, PPD2) [6 points]	10 hours of family-related observation <i>or</i> 200 hours of documented family-related work experience	<b>LEVEL 2</b>

**In addition to meeting required competencies through college coursework;**  
**Up to 8 competencies (total) may be documented through credential approved training for Levels 2-4**  
**Up to 12 competencies (total) may be documented through credential approved training for Level 5**

The Home Visitor Child Development Associate (CDA) meets FSC FCR1.

The Illinois Association of Community Action Agencies (IACAA) Family and Community Development Certification meets these FSC competencies: OA2, CPD1, IRE2, FCR1, FCR2, PPD2 and PPD3.



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### Gateways to Opportunity® School-Age & Youth Development (SAYD) Framework

	EDUCATION REQUIREMENTS	COLLEGE EDUCATION & TRAINING REQUIRED COMPETENCIES IN SCHOOL-AGE & YOUTH DEVELOPMENT (AGES 5 THROUGH 16)	WORK & PRACTICAL EXPERIENCE WITH SCHOOL-AGE & YOUTH	
<b>LEVEL 5</b>	Bachelor's Degree	<i>Must meet all previous level competencies plus:</i> SAYD Human Growth and Development (HGD7) SAYD Health, Safety, and Well-Being (HSW8, HSW9) SAYD Observation and Assessment (OA7, OA8) SAYD Curriculum or Program Design (CPD9, CPD10, CPD11) SAYD Interactions, Relationships, and Environments (IRE9) SAYD Family and Community Relationships (FCR8, FCR9, FCR10) SAYD Personal and Professional Development (PPD5, PPD6, PPD7) SAYD Advocacy and Policy (AP6) [30 points]	Minimum of 180 hours of SAYD supervised experience <i>or</i> 1,000 total hours of documented SAYD work experience	<b>LEVEL 5</b>
<b>LEVEL 4</b>	Associate's Degree <i>or</i> 60+ semester hours with (9 semester hours of English, Social Science, and any Math or Science) <i>(These 9 hours must be credit bearing and non-developmental 100 level +)</i>	<i>Must meet all previous level competencies plus:</i> SAYD Human Growth and Development (HGD6) SAYD Health, Safety, and Well-Being (HSW6, HSW7) SAYD Observation and Assessment (OA4, OA5, OA6) SAYD Curriculum or Program Design (CPD5, CPD6, CPD7, CPD8) SAYD Interactions, Relationships, and Environments (IRE7, IRE8) SAYD Family and Community Relationships (FCR5, FCR6, FCR7) SAYD Personal and Professional Development (PPD4) SAYD Advocacy and Policy (AP4, AP5) [18 points]	100 total hours of SAYD supervised experience <i>or</i> 500 total hours of documented SAYD work experience	<b>LEVEL 4</b>
<b>LEVEL 3</b>	High School Diploma or GED and 6 semester hours (in 2 areas - English, Social Science, any Math or Science) <i>(These 6 hours must be credit bearing and non-developmental 100 level +)</i>	<i>Must meet all previous level competencies plus:</i> SAYD Human Growth and Development (HGD3, HGD4, HGD5) SAYD Health, Safety, and Well-Being (HSW2, HSW3, HSW4, HSW5) SAYD Observation and Assessment (OA1, OA2, OA3) SAYD Curriculum or Program Design (CPD2, CPD3, CPD4) SAYD Interactions, Relationships, and Environments (IRE3, IRE4, IRE5, IRE6) SAYD Family and Community Relationships (FCR3, FCR4) SAYD Personal and Professional Development (PPD3) SAYD Advocacy and Policy (AP3) [9 points]	10 hours of SAYD supervised experience <i>or</i> 400 total hours of documented SAYD work experience	<b>LEVEL 3</b>
<b>LEVEL 2</b>	High School Diploma or GED	Options: SAYD Human Growth and Development (HGD1, HGD2) SAYD Health, Safety, and Well-Being (HSW1) SAYD Curriculum or Program Design (CPD1) SAYD Interactions, Relationships, and Environments (IRE1, IRE2) SAYD Family and Community Relationships (FCR1, FCR2) SAYD Personal and Professional Development (PPD1, PPD2) SAYD Advocacy and Policy (AP1, AP2) <i>OR</i> Completion of SAYD Credential Level 1 and HGD2, IRE2, FCR1, PPD2, and AP2 [6 points]	5 hours of SAYD observation <i>or</i> 200 hours of documented SAYD work experience	<b>LEVEL 2</b>
<b>LEVEL 1</b>	Level 1 SAYD Credential is awarded through completion of a 48 clock hour training available through local Child Care Resource & Referral Agencies statewide. SAYD Level 1 meets these SAYD competencies: HGD1, HSW1, CPD1, IRE1, FCR2, PPD1, and AP1.			<b>LEVEL 1</b>

**Up to 6 competencies (total) may be documented through credential approved training for Level 2**  
**Up to 12 competencies (total) may be documented through credential approved training for Level 3**  
**Up to 16 competencies (total) may be documented through credential approved training for Level 4**  
**Up to 20 competencies (total) may be documented through credential approved training for Level 5**



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