

GATEWAYS TO OPPORTUNITY®

Illinois Professional Development System

PDAC Qualifications and Credentials (QC) Committee

Tuesday, February 15th, 2022

1:00 PM—3:00 PM

Virtual Meeting Minutes

Barbara Christmas	Denise Monnier	Jamie Nichols	Melissa Szymczak	Sue Jackson
Barb Volpe	Diane King	Joni Scritchlow	Miranda Lin	Tamara King
Carole Franke	Elva DeLuna*	Joyce Weiner	Paula Schnicker-Johnson	Tami O'Daniel
Christie Easley	Emma Vibber	Karen Yarbrough	Sharyl Robin	Tammy Notter
Connie Shugart	Harold Pursey	Leslie Layman	Stephanie Hellmer	Tina Weigel
Debbie Rogers-Jaye	Heidi Elliot	Melissa Johnson	Steven Sharp	Zach Allen

*denotes tri-chairs

Welcome – Elva DeLuna; tri-chair.

Approval of November 16th, 2021, Minutes

- Add Denise Monnier to Montessori sharing section.
- Update CDA to Credentials as an option for DCFS licensing.
- Motion to approve by Connie Shugart.
- Motion seconded by Carole Franke.
- Motion passed and minutes approved.

Overview of PDG B – 5 2022 (Y3) Projects – Zach Allen, GOECD (*Attachment A*)

- Infant Toddler Credential Competency Curriculum Module Implementation (INCCRRA)
- Prior Learning Assessment Mursion License & Implementation (INCCRRA)
- Illinois Director Credential Competency Curriculum Module Development (INCCRRA)
- Diverse Workforce Supports for Equity (INCCRRA)
- Gateways Credential Fees through June 30th (INCCRRA)
 - Effective July 1st, IDHS
- IBHE Postsecondary Cohorts

Overview of PDG B – 5 2021 (Y2) Projects (*Attachment B*)

- Gateways to Opportunity® Credential Fee Waivers – *Stephanie Hellmer*
 - All Gateways Credential fees (except for the School-Age & Youth Development Credential) were waived by funding through GOECD. The waiver grant was fully expended by December 2021.
 - Eighty-two percent of those not awarded immediately are pending additional coursework and/or credential-approved training.
 - Approximately nine percent are awaiting work experience.
 - **Question:** Can higher education institutions be notified of who needs what courses based on their community?
 - Every individual's needs toward Credential attainment are different.
 - The system was not built to document specific gaps in education and training.

- In the future, the Gateways Registry dashboard would include a report for individuals to run that would show education/training gaps for Credentials.
- Infant Toddler Credential Competency Curriculum Implementation – *Joni Scritchlow*
 - Last spring, five institutions developed curriculum for the Gateways Infant Toddler Credential (ITC) competencies.
 - These competencies were checked by the Faculty Fellows.
 - In 2022, these five institutions are piloting/testing the ITC competency module curriculum.
 - No fewer than 25 students are testing each competency.
 - Our national consultant, Competency-Based Education Network (C-BEN) will track and analyze data.
 - Just like the ECE Credential competency module project, data collected from the ITC competency modules will identify which modules are ready and which modules may need edits or redesign.
- ECE Competency Roll-Out – *Joni Scritchlow*
 - The ECE Credential competency project final report is being added to the Gateways and GOECD websites.
 - All ECE Credential competency modules are available for faculty to use and embed in their coursework.
 - All ECE Credential competency modules have been reviewed by C-BEN with a diversity and equity lens and are American Disability Act (ADA) compliant.
 - Please email Julie Lindstrom jlindstrom@inccrra.org for access to the ECE competency modules.

PDAC Strategic Plan – QC Goals/Objectives

- Support center directors and other leaders in understanding the credential process.
 - Credential Application Process – *Stephanie Hellmer*
 - How to Apply for Gateways Credentials
 - Applications available: <https://www.ilgateways.com/credentials> or Apply Online in your Registry:
- APPLY TODAY FOR YOUR GATEWAYS CREDENTIALS! IT IS AS EASY AS 1—2—3!**
1. Become a Gateways Registry member
 2. Select the Credential that is right for you and **Apply online** OR download and mail in the Gateways Credential application to: INCCRRA 1226 Towanda Plaza, Bloomington, IL 61701
 3. Send in the required Credential fee (*if applicable*) and your official transcripts
- Question: How can we help high school students in becoming a Registry member? They often get stuck in the section specific to their current employer.
- We can as Joellyn Whitehead to talk to the QC Committee during the April meeting about supporting high school students becoming Registry members.
 - Question: Why aren't all Gateways Credential applications available online?
 - There have been many other Registry priorities that have prevented the addition of the newer Credential applications online.
 - Question: Can the QC Committee make a PDAC recommendation for all Credential applications on be online?
 - Yes, the QC Committee can motion and vote to submit a recommendation to IDHS.
 - Motion by Pat Chamberlain. Motion seconded by Barb Volpe.

- **Recommendation:** All Gateways to Opportunity Credential applications should be available online to increase workforce access.
 - **Rationale:** Gateways to Opportunity provides a range of resources for early care and education and school-age practitioners. Online applications became available in 2015 for Great START Wage Supplement, Gateways Scholarships, and three of the seven Gateways Credentials. The QC Committee recommends that all Gateways Credential applications be made available online for equitable workforce access and to provide consistency in Gateways application processes.
 - **Five finger vote:** 100% voted with four or more fingers. Motion approved.
 - This recommendation will be presented at the PDAC Steering Committee meeting on March 2nd, 2022.
- There is a Director's Credential Toolkit – Revisions are underway and will be shared with the QC Committee during the April meeting.
 - This toolkit will serve as a resource for directors on the Credential process.
- **Consensus:** A survey to directors may not be necessary and would add more stress to their current workload.
- Future Competency Dashboard – *Stephanie/Joni*
 - Opportunities for integration of competencies in Gateways Registry – August 2021, slide 8 (*Attachment C*).
 - Statewide training calendar is currently available to search for trainings offered by area.
 - The expanded vision of the statewide training calendar would include coursework aligned to competencies available at Illinois entitled institutions.
 - Once trainings have expanded to align to competencies, those would also be included.
 - Entitled route coursework aligned to Credentials and competencies will be shared with Navigators.

Shared Information/Data/Announcements

- Navigator Role Update – *Karen Yarbrough*
 - Illinois' Early Childhood Education and Care (ECEC) Workforce scholarship will prioritize the incumbent early childhood workforce, which includes working adults.
 - Federal funds were given to ICCB, IBHE, and ISAC for early childhood higher education purposes.
 - Each Child Care Resource & Referral Agency (CCR&R) are in the process of hiring cross-institutional Navigators to support professionals in the early childhood workforce.
 - Navigators will outreach to the workforce and connect them to institutions that can meet their individual educational goals.
 - Each higher education institution will have a Coach dedicated to supporting the Navigators.
 - Navigators will work with professionals using a relationship-based model.
 - Navigators will provide a warm transfer for individuals to the Coach and higher education institutions.
 - Question: Is this like a Professional Development Advisor (PDA) program? How does this intersect?
 - The scale and scope are woven into the needs of communities themselves.

- Navigators will build on-the-ground relationships with local child care centers as well as building relationships with higher education institutions.
- Coaches will also be able to support individuals to access funding to pay for official transcripts, past tuition balances, etc.
- Committee concerns/comments:
 - This work can be tense and challenging. Once professionals have increased their education, they often leave for better pay and benefits.
 - Compensation disparity continues to remain an issue. Workforce bonuses are not a long-term solution. There needs to be a more sustainable and systemic solution.
 - Question: Is there an agreement to stay in the field required to access funds?
 - There has been discussion about this but there is currently no commitment requirement.
- Mark your Calendars – last FY22 PDAC Qualifications & Credentials (QC) meeting date:
 - Tuesday, April 19th, 2022, 1:00 PM – 3:00 PM (Fourth Quarter)
- No announcements from committee members.

Adjourn

Attachment A



PDG B-5 Workforce Initiatives Year 3

- Infant Toddler Credential Competency Curriculum Module Implementation (INCCRRA)
- Prior Learning Assessment/Extension License & Implementation (INCCRRA)
- Illinois Director Credential Competency Curriculum Module Development (INCCRRA)
- Diverse Workforce Supports for Equity (INCCRRA)
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Attachment A (continued)

Infant Toddler Course Module Implementation (INCCRRA)

- INCCRRA will coordinate with higher education institutions in piloting infant toddler courses based on the Gateways Infant Toddler competency curriculum developed in 2021.
- On-line accessibility and opportunities for assessment of prior learning will be included.
- State and national consultants will be used to provide expert assistance to the project.
- National consultant (Competency-Based Education Network) C-BEN will develop and implement evaluation tools for data collection and analysis, provide overarching guidance and report findings that include strategies to support and strengthen faculty capacity.

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Prior Learning Assessment/Mursion License & Implementation (INCCRRA)

- Using the scenarios and assessment developed by ECE higher education faculty from year one of the Prior Learning Assessment project, the Competency-Based Education Network (C-BEN) will use the developed Virtual Assessment Center as the avenue for assessing Gateways ECE Level 2 Credential competencies.
 - Institutions volunteered to be in the soft launch (Spring Phase 1, Summer Phase 2, Fall Phase 3)
 - Employers will recruit participants
- Faculty at participating institutions will score the performance and make credit determinations.
- C-BEN will administer and manage the Virtual Assessment Center.
 - C-BEN's Assessment Center will send videos from learner assessments to the learner's corresponding institution.
 - An RFP will be released to transfer administration and management of the Gateways ECE Level 2 assessments to a yet-to-be-determined Illinois Higher Education Institutions by the end of 2021.

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Attachment A (continued)

Gateways Illinois Director Credential® Competency Curriculum Modules

- An RFP will be released on or before Marchst to Illinois Higher Education Institution faculty to work with National experts and state consultants in collaborative work to create Gateways Illinois Director Credential competency curriculum as the foundation innovative administrative pathways .
- Institutional Faculty selected through the RFP will develop robust, online curriculum that incorporates Prior Learning Assessment (PLA) opportunities.
 - Curriculum modules for each competency will utilize existing rubrics developed through previous Illinois collaborative work.
- Building on the foundational ECE and Infant Toddler curriculum module work developed by faculty to ensure and expand student access to progression of knowledge that builds from lower to higher level competencies and will lead to the attainment of the Gateways Illinois Director Credential.

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Diverse Workforce Supports for Equity (INCCRA)

- Provide early childhood career pathway entry point for Spanish speaking workforce to support Illinois diverse workforce.
- Select and partner with 2 higher education institutions in the state who serve Spanish speaking students.
 - After translating into Spanish, the twelve curriculum modules that were designed in 2020, piloted/tested in 2021 that lead to the Gateways ECE Credential Level 2, would be offered to Spanish speaking students in 2022.
- These online Spanish Gateways ECE Credential curriculum modules would be available to all institutions in 2023 to provide greater access to the state's highly diverse workforce/Spanish speaking students

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Attachment A (continued)

Gateways Credential Fees (INCCRRA)

- INCCRRA will waive Gateways to Opportunity Credential \$65 fees 3,000 applicants through June 30th, 2022.
 - IDHS will waive all Gateways Credential fees beginning July 2022.
- INCCRRA has been awarding Gateways to Opportunity Credentials on behalf of the Illinois Department of Human Services since 1999. Credentials in Administrative Rule in 2009.
- In June 2020, INCCRRA received PDG B5 funding to waive 3,750 Credential fees. In just six months, INCCRRA successfully processed and expended 100% of the funding allocated on credential fee waivers.
- In 2021, PDG B5 funding provided continued Credential fee waivers and included Credential Renewals beginning in April 2021. The field used 9,000 Gateways Credential fee waivers during 2021.

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IBHE Postsecondary Cohorts

- **Create and implement four early childhood education and care (ECEC) cohorts for educator candidates lasting up to two years in length, including tailored supports to ensure persistence and credential/ degree attainment.**
- **The target audience for cohort participants will be adults working in early childhood education and care settings, including centers, homes, and schools.**
- **Cohorts will be designed to support attainment of additional credentials along the early childhood career pathway, with particular focus on supporting educators in attaining one or more of the following: moving from a Gateways ECE Credential Level 5 to a Professional Educator License; a Child Development Associate Credential to a Gateways ECE Credential Level 2, 3, or 4; a Gateways Infant/Toddler Credential Level 4 or 5; or a Gateways bilingual/ESL credential.**

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Attachment B

PDG B-5 Credential Fee Waivers - 2021

Applications Received
11,543

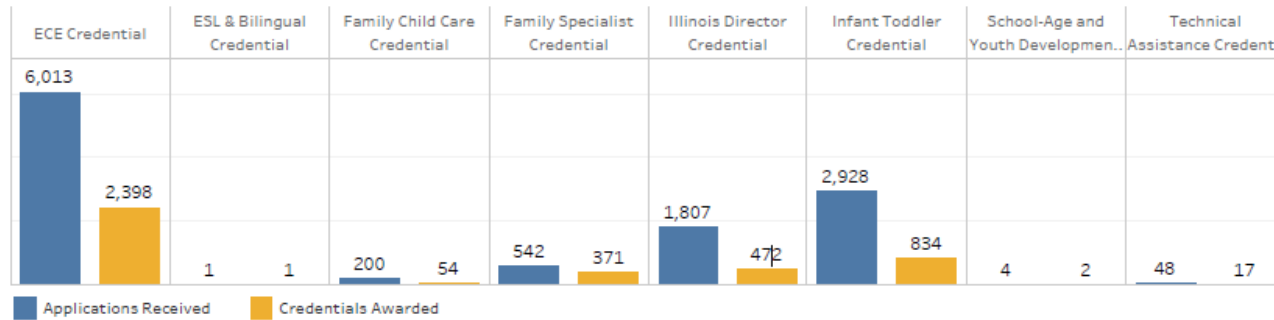
Counties with Applicants
100

Credentials Awarded
4,149

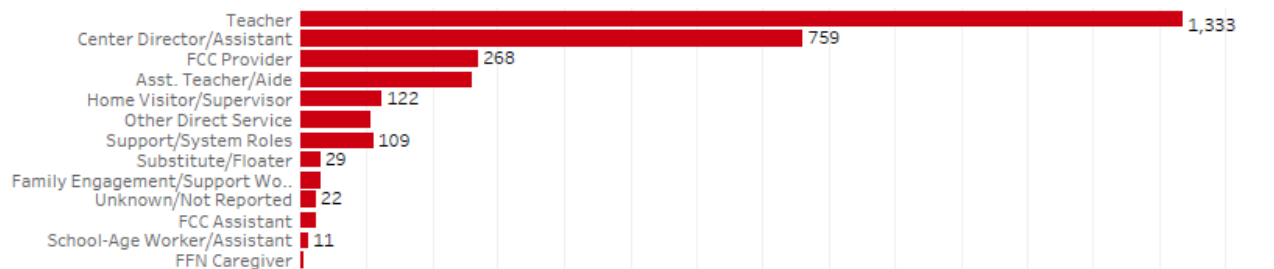
Credential Recipients
3,074

Diversity
50%
 of credential recipients are persons of color

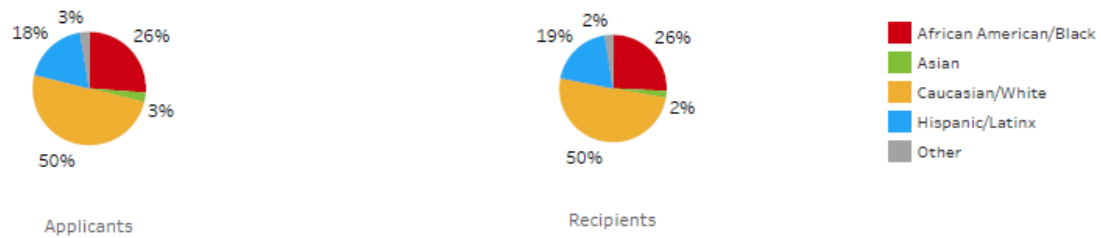
Applications Received and Credentials Awarded



Credential Recipient Roles



Applicants and Recipients by Race



Attachment C

Competency Dashboard

The Competency Dashboard in the Gateways Registry will allow learners and educators to view competencies earned and progress toward credentials and job qualifications.

