GATEWAYS TO OPPORTUNITY®
Illinois Professional Development System

PDAC Qualifications and Credentials (QC) Committee
Tuesday, May 10th, 2022
1:30 PM—3:00 PM
Virtual Meeting Minutes

Barbara Christmas	Christie Easley	Joellyn Whitehead	Stephanie Hellmer	Tammy Notter
Bela Moté*	Debbie Rogers-Jaye	Joni Scritchlow	Stephanie Herling	Teri Talan*
Brooke Walker	Denise Monnier	Leslie Layman	Tamara King	Zach Allen
Carole Franke	Elva DeLuna*	Miranda Lin	Tami O'Daniel	

*denotes tri-chairs

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

Approval 2/15/22 minutes
- Motion to approve by Carole Franke.
- Motion seconded by Tammy Notter.
- Please update Barbe not Barb (no e).
- Motion passed and minutes approved.

Quick update – DCFS Licensing – Teri Talan
- There are proposed changes to licensing regulations for staff positions. There are concerns on the placement of the Illinois Director Credential and how other Credentials were referenced or placed.
- Denise Monnier brought to Teri's attention because of concerns regarding the Montessori certificate.
- The intent is to have more comprehensive revisions and qualification standards and will be embedded in the new round of revisions due to be released this month.
- Recently the proposed rule changes lapsed as there were so many comments that they could not all be address. DCFS will re-release, as if they will start over.
- Ready to respond to the next round – expect to see a request to review and participate on a committee on proposed changes.
- Interest in keeping this moving, move expeditiously
  - Small group – Denise Monnier, Barb Christmas, Tammy Notter, Joni Scritchlow, Stephanie Herling, Elva DeLuna, Debbie Rogers-Jaye
  - Names, levels were not aligned right. Director requirements changed a lot.

Gateways Credentials – Stephanie and Joni
- Gateways Career Lattice – FY23 (Attachment A)
  - The ESL/Bilingual endorsement are bachelor's level courses and are not available unless you have a Professional Educator License (PEL) issued by the Illinois State Board of Education (ISBE).
  - Scaffolding on the ECE Credential for those who do not have the PEL.

- Approximately nine semester hours of coursework to hopefully transfer to the 18-hour ESL endorsement
- This allows the diverse early childhood educator workforce without a Bachelor's or Associate's degree to start working on coursework to support bilingual children and families.

- Should we think about how to share this information with the field?
  - Yes, thoughts on how to strategically share this information can be discussed at the next QC Meeting.
  - Would the ESL & Bilingual Credential be included in the Great Start scale?
    - Hopefully this can be added after July 1st.
    - Some centers may pay additional wages for additional credentials.
  - Should this work be in the Workforce Development & Pathways Committee or Financial Supports Committee?
  - Are all Gateways Credentials on the Great Start (GS) Wage Supplement Scale? Why isn't the Family Specialist Credential not included?
    - Since GS is a federally funded program, they determine how the funds are used. The QC Committee can unpack this at a future meeting.

- Recommendation: Motion Elva. 2nd Bela.
  - Concerns? Comments?
    - The ESL Level 2 and Level 3 font is big.
    - The ESL Level 4 is on the other side of the lattice.
    - Could each Credential be color coded?
    - No separation between the arrows. List all credentials in one arrow.
    - ITC 4 and ITC 5 on the top and doesn't match formatting of FCC/ESL.
    - Hold the recommendation vote once small marketing change are made.

- In agreement on the lattice but the QC Committee wants to see revisions.

Overview of Gateways Credential Waivers (Attachment B)
Credential Diversity – Data Collection
- Various projects can have unintended consequences on DEI.
- Recipients and applied – mirror each other – that's what we want to see.
  - Who gets a Credential mirrors the diversity of applicants.
- Which two counties?
  - Calhoun and Putnam counties were the two without applicants. They're small counties with about 5,000 people each.

Gateways Credential Resources
- The Gateways YouTube channel and Gateways website have been updated with the following video and resource guides.
- [Video](#)
- [Applicant Guide to Credentials](#)
- [Director's Guide to Credentials](#)

Competency Based Curriculum Modules – statewide availability

- Faculty developed, piloted, and tested the Gateways ECE competency curriculum.
- Available to all faculty throughout the state to access the ECE modules.
- Preschool Development Grant (PDG) funded the development of ITC competency-based curriculum modules. This curriculum is currently being piloted and tested. Feedback on the ITC modules so far is phenomenal. Some modules may need modifications but will be available to everyone in the state.
  - If you still need access, please reach out to Julie Lindstrom and she'll provide access to the ECE competency-based curriculum modules.
  - We have not limited to adjunct or full time, is open to all ECE faculty. Monitoring on our end so we can request survey data on how they are being used.

Navigator/Consortium Scholarships Data Points – Forum

- Many Child Care Resource and Referral Agencies (CCR&R) staff have transitioned their role to help the incumbent workforce as a Navigator.
  - Hundreds are applying for Early Childhood Access Consortium for Equity (ECACE) scholarship.
  - Scholarship funding has paid for Fall 2021 and Spring 2022.
  - Scholarships applications will open in May for Fall 2022.
- Visit the website https://www.ecace.org/ or contact Christi Chadwick chadwick@ibhe.org for more information.

Gateways Registry Q & A – *Joellyn Whitehead*

- The CCR&R staff on the QC Committee had some Registry questions on how to support individuals not working in an early childhood program or if they are high school students.
  - Paper applications – individuals can leave the employment section blank.
  - Online applications – once logged into the Gateways Registry, Step 2 = current employment section.
    - Are you paid to care for children? Select no.
      - This is for family child care providers, day care center staff, etc.
    - Do you currently work in the field? Select no.
    - Save and continue to Step 3 and it will not ask for employment information.
    - Step 4 credentials and certificates leave blank.
    - Step 5 last step. Select other or teacher.
    - Agree and submit.
  - Question – what about practicum and work study students?
    - If not paid by the program, they should also select no for both in Step 2.
  - Director's portal – can see staff and training reports.
    - Using more now for workforce bonus information

- How many Gateways Registry members are there?
  - Approximately 100,000.

PDAC Strategic Plan – QC Goals/Objectives
- How do we support a different way of data collection who are not in Credentialling? Why aren't they participating?
  - We know self-reported – roles, language, credentials, race, number of years in the field.
  - What information do we currently have on non-credential?
    - Demographic information
    - Self-reported education
    - Could look at data on those that could/should be credentialed and what
  - What % of 100,000 Registry members are not participating in the Gateways Credential program? If allowed, can we do outreach to those people?
    - Some individuals in the Registry don't *need* a Credential.
    - The main goal of the newly hired Navigators is to identify those not attending college therefore not participating in Gateways Credentials. There is unprecedented money to support the advancement of education, degrees, and Credentials.
  - What are the reasons individuals are not applying for Credentials?
    - The main reason is their level of education.
    - Directors/ExceleRate® Illinois programs pick individuals with degrees to go through the Credential system, but those with the experience and no college aren't encouraged to participate in the Credential program. Directors typically pick staff who are interested in going back to school.
      - Individuals need to submit Continuous Quality Improvement Plans (CQIP) yearly.
      - Directors want to protect staff and respect where they are at. Not everyone would make a good college student.
    - Could we have data on centers/staff with CQIPs to understand what is going on?
      - To hold them accountable, CQIPs need to be specific to each person and what it will take to get a Credential.
      - The CQIPs must be very detailed on staff's plan to show progress.
      - Data on equities and inequities starting in 2022 for programs in ExceleRate participation; a full year will be in December 2022.
      - Big drop for FCC providers because they did not want to get FCC 4.
  - What is the status on counting a CDA for college credit?
    - Official statement from Illinois Community College Board (ICCB) in May.
    - The charge is for Community College faculty to agree on counting a CDA for college credit in their ECE programs consistently.
      - This opportunity will flourish once implemented.
      - ECE framework includes 6 of 12 Preschool CDA competencies mapped.
      - Did they land on 3 or 6 semester hours?
        - No decision has been made yet. There have been discussions on how to count the CDA - possibly as an Introduction to ECE course or an ECE elective.
  - It is important to celebrate earning an ECE Credential Level 2 as a step toward degree attainment.

- o Do Gateways Credentials value the CDA enough?
    - The National Association for the Education of Young Children (NAEYC) aligns their ECE I to the CDA.
    - Director's may also value the training and experience for staff with a CDA.
    - If people take the ECE Level 1 training modules, plus various trainings required for ExceleRate, they end up quite close to meeting training requirements for the CDA.

Announcements:
- Link to scholarship: https://www.isac.org/ECACEscholarship?msclkid=365e78fdd09911ec82fe9319dd6929a1
- Taking Charge of Change is 30 years old! https://mccormickcenter.nl.edu/services/leadership-academies/#tcc
- Elva DeLuna is looking for a child care programs for migrant families in the Champaign/Rantoul area.

Adjourn

Gateways to Opportunity® Early Childhood Educator
Career Lattice

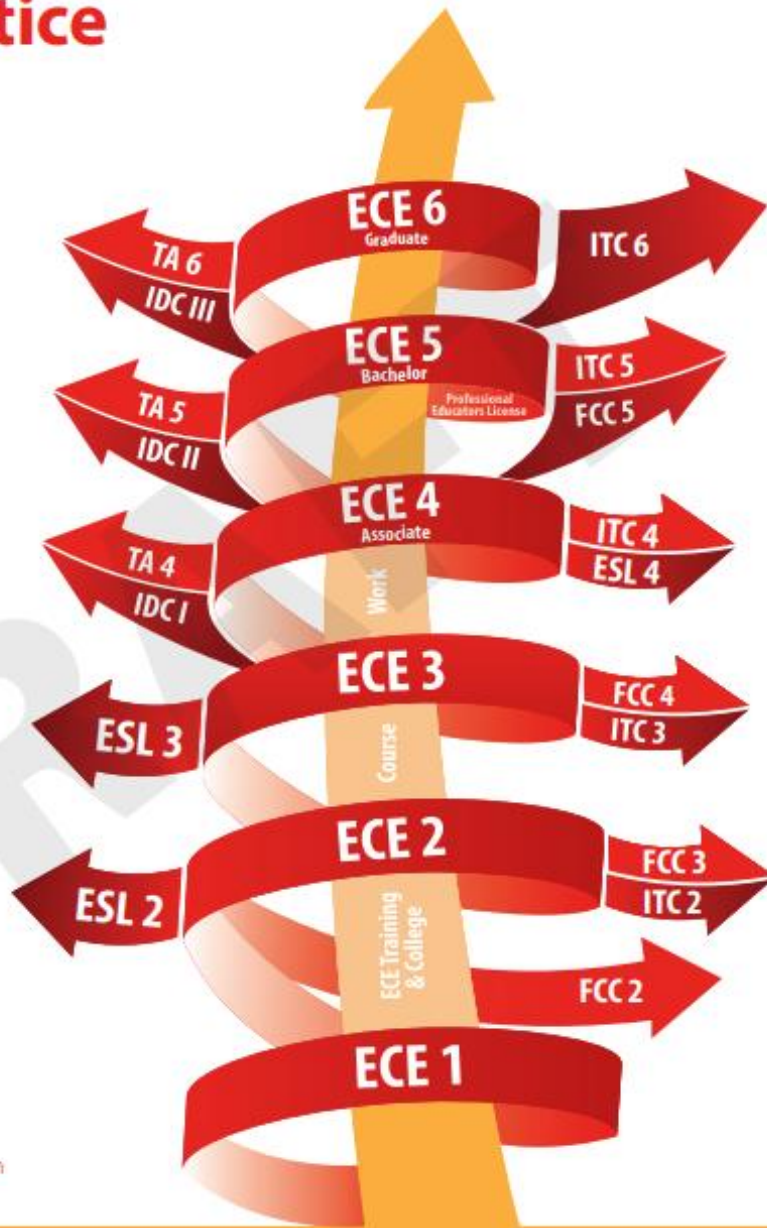**ECE:** Foundational Early Childhood Educator requirements for all Credentials

FCC: Family Child Care Credential

ITC: Infant Toddler Credential

IDC: Illinois Director Credential

TA: Technical Assistance Credential

ESL: ESL & Bilingual Credential

The ECE Credential is the foundation for these Gateways Credentials.

ECE 6 Graduate
TA 6
IDC III
ITC 6

ECE 5 Bachelor
TA 5
IDC II
Professional Educators License
ITC 5
FCC 5

ECE 4 Associate
TA 4
IDC I
Work
ITC 4
ESL 4

ECE 3
ESL 3
Course
FCC 4
ITC 3

ECE 2
ESL 2
ECE Training & College
FCC 3
ITC 2
FCC 2

ECE 1

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

Credential Applications 2022

May 1 – 7 = 74%

Legend:
- Total Apps Received
- 2022 Waivers Used
- 2022 Waiver Goal

	Dec/January	February	March	April	May 1 - 7	June
Total Apps Received	248	1183	2281	3217	3460	
2022 Waivers Used	536	1008	1581	2044	2227	
2022 Waiver Goal	500	1000	1500	2000	2500	3000