GATEWAYS TO OPPORTUNITY®
Illinois Professional Development System

PDAC Qualifications and Credentials (QC) Committee
Tuesday, November 29th, 2022
1:30 PM—3:00 PM
Virtual Meeting Agenda

Barb Volpe	Cerathel Burgess-Burnett	Denise Monnier	Paula Schnicker-Johnson	Tamara King
Bela Moté*	Connie Shugart	Joan Longtin	Sandy Young	Tami O'Daniel
Brooke Walker	Danen Busch	Joni Scritchlow	Sharyl Robin	Teri Talan*
Carole Franke	Debbie Rogers-Jaye	Pat Chamberlain	Stephanie Hellmer	Tom Layman
				Wendy Connell

Denotes tri-chairs

Welcome – *Teri Talan, Bela Mote, & Elva DeLuna, tri-chairs*

Review and Approval of September 13th, 2022, meeting minutes
- Motion Denise Monnier
- 2nd Connie Shugart
- Motion passed and minutes approved

PDAC Strategic Plan – QC Goal 4, Objective 4 – *Stephanie Hellmer & Joni Scritchlow*
- *Deepen knowledge of credentialed and non-credentialed workforce through data collection focused on current and emerging demographics and ongoing inequities.*
- Credential website survey – (Attachment A)
  - Beginning in August, a short Gateways Credential survey was added to the Gateways website.
  - The purpose of the survey was to gain personal experience feedback regarding the current Gateways Credential application process. This survey was not intended for those who gained a Credential in the past.
    - There have been many changes to streamline the Credential process, including individualized eligibility emails sent with specific courses and/or Credential-approved trainings to gain a Credential, using already verified work experience/practical hours, etc.
  - More than 180 individuals completed the survey.
    - Response rate was one – two percent of the 12,000 applications received in 2022.
  - Responses and processes leaned more positive than negative – 58% positive and 42% negative.
    - We are pleased to have more than 50% with a positive Credential experience.
  - The comments were not all related to Credentials.
    - Anecdotally, the comments were voicing frustration, likely because the applicant is not yet eligible.
  - Potential future survey question: Ask for the level of Credential obtained or if the application is still pending.
  - Could this be posted on the website for individuals to view the survey results?

Gateways Credential Career Lattice – Bela Moté

- Gateways Career Lattice options (Attachment B) and PDAC QC recommendation (Attachment C).
- A five-finger vote resulted in 100% voting five fingers to add the Gateways ESL & Bilingual Credential to the Gateways Credential Career Lattice using Option 2.

ExceleRate Relationship Based Professional Development (RBPD) Pilot – Teri

- During the last QC meeting, the Workforce Development and Pathways (WDP) recommendation was shared specific to the definition of Job Embedded Professional Development (JEPD). To summarize, JEPD is the continuum of learning that is grounded in day-to-day practice.
- Working with INCCRRA, the McCormick Center backward mapped the Continuous Quality Improvement (CQI) training to the Illinois Director Credential (IDC) competencies. Recognizing the model of JEPD, five IDC competencies were identified and aligned to the CQI training:
  - IDC PPS – Personal and Professional Self-Awareness
    1. PPS1 Identify strategies to support personal and professional development.
    2. PPS3 Implement reflective and intentional administrative practices.
    3. PPS4 Develop, implement, and assess plans that support personal and professional development as well as the status of the profession.
  - IDC LA – Leadership and Advocacy
    4. LA1 Evaluate organizational climate and program and classroom quality, using valid and reliable tools, and implement improvement plans based on data gathered.
    5. LA2 Collaboratively evaluate program effectiveness and utilize data to inform continuous quality improvement efforts.
- The QCI training includes some online webinars, a Community of Practice (CoP), coaching to the CQI content, and demonstrates competencies can be met outside of a course and maintain rigorous content without lessening the standards.
  - Could the CQI training also meet competencies under the Technical Assistance (TA) Credential?
    - This CQI training was purposefully designed to meet IDC competencies. Programs/Centers need multiple leaders, for example, Pedagogical, Family Specialists, Financial Management, Professional Development Coordinators, etc.
  - We are still unsure on how to show competencies in the Gateways Registry. More guidance is needed.
- Book to consider – Growing Together: Developing and Sustaining a Community of Practice in ECE by Kathi Gillaspy et al.

Shared Information/Data/Announcements

- Gateways Credentials Online Application Recommendation – pending IDHS signature.
- PDAC ESL & Bilingual Credential on Great Start – pending IDHS signature.
- DCFS/Credential small group – still needed but hasn't begun.
  - Cerathel, Brooke, Debbie, Bela, Teri, still interested in participating when the small group starts.
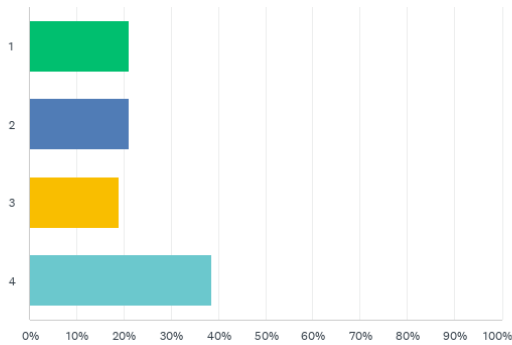
Adjourn

Remaining FY23 PDAC Qualifications & Credentials (QC) meeting dates:

- Q3: Tuesday, February 14th, 2023   1 – 3 PM
- Q4: Tuesday, April 11th, 2023   1 – 3 PM
- *HOLD: Tuesday, May 16th, 2023   1 – 3 PM (if needed before FY23 ends)*
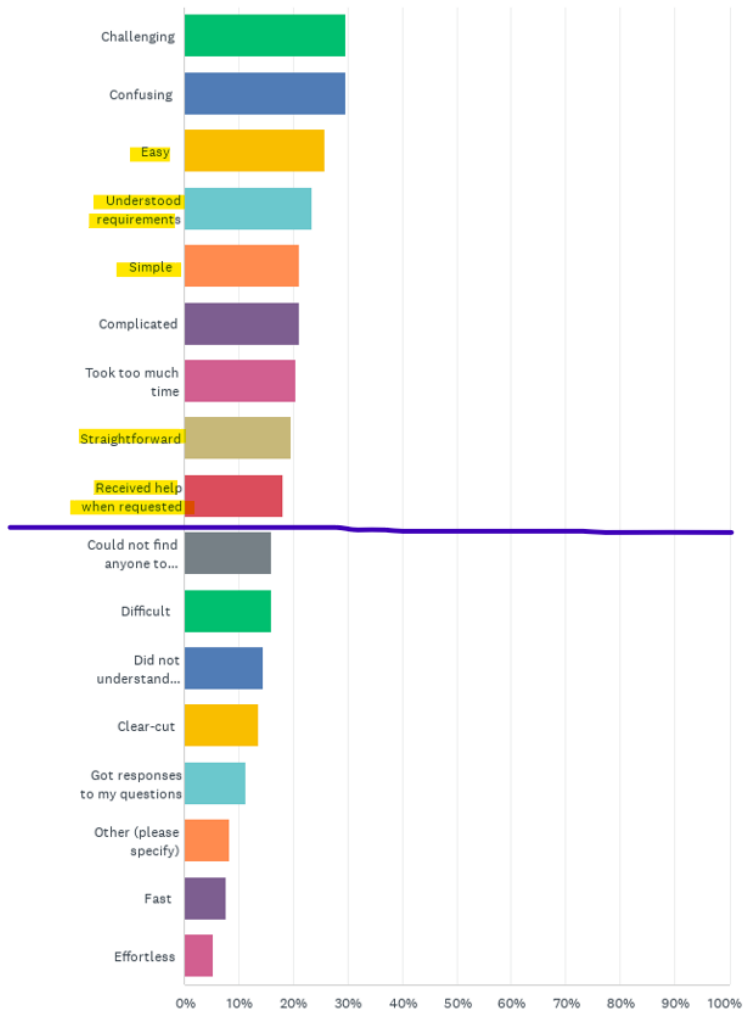
Q1 On a scale of 1 to 4, please rate your experience in applying for a Gateways Credential
(with 4 being an easy process and 1 being a difficult process)

42% 1 or 2
58% 3 or 4

Q2 Please select up to 4 words that describe YOUR own Credential experience:

Comments	KUDOS!
Make it all electronic and not require additional application to be filled out and sent via regular mail. Allowing to be uploaded online through a website. Make it possible to submit it fully online instead of having to also mail in a portion. Why do we have to keep taking training in order to renew the credential? Put website links clearly marked on your website for credentials needed outside this platform. Have a tutorial video to help explain if there is no one to speak with. This website is a trainwreck! It takes way too long to find what you are looking for such as how to apply workshops or even to find workshops! As for the workshops they are the same thing every year and are boring topics. Please provide interest for preschool teachers ages 3-5 so that we want to take workshops!! More help Have comments from credential staff, or decisions, posted in my PDR or other system. Look at other states around us and see what makes a qualified teacher. I believe this whole system along with DCFS is pushing people out of the childcare field. Training requirements are confusing. Provide a checklist for applicants to complete when applying for a credential so that they can visually see what they don't have and what's needed.	Great job I like it how it is. process was very easy. It's a straightforward process Nothing. It is perfect to me, as is. I don't know of another way that could make process easier! You can't - excellent already. Nothing to add at this time. Everything went smoothly. None. It's pretty easy! I love the credential process, it's clear and easy. I can get my credentials at my own pace, on my own time and in the comfort of my home. I feel it is set up in a clear way for people to understand. My process wasn't difficult maybe because I only have a few items to complete.

Comments that we already do: Any clarity needed?

Reminder emails 1 month before expiration.	Email blasts January, July, and October.
Send out emails of all updates.	Email blasts quarterly to pending applicants.
When offering free credentials, offer free renewals as well.	They are free.
Program directors access their staff's information, what is needed, credential advisor letter, would it be possible to email to both employer and applicant (have a signed permission).	Director's Portal shows pending application reasons.
More "payoff" for having credentials (increasing the levels for Great START for example). It is hard to sell it to staff if some don't see the personal advantage.	Credentials are in Great START.

Gateways to Opportunity® Early Childhood Educator
Career Lattice

ECE: Foundational Early Childhood Educator requirements for all Credentials
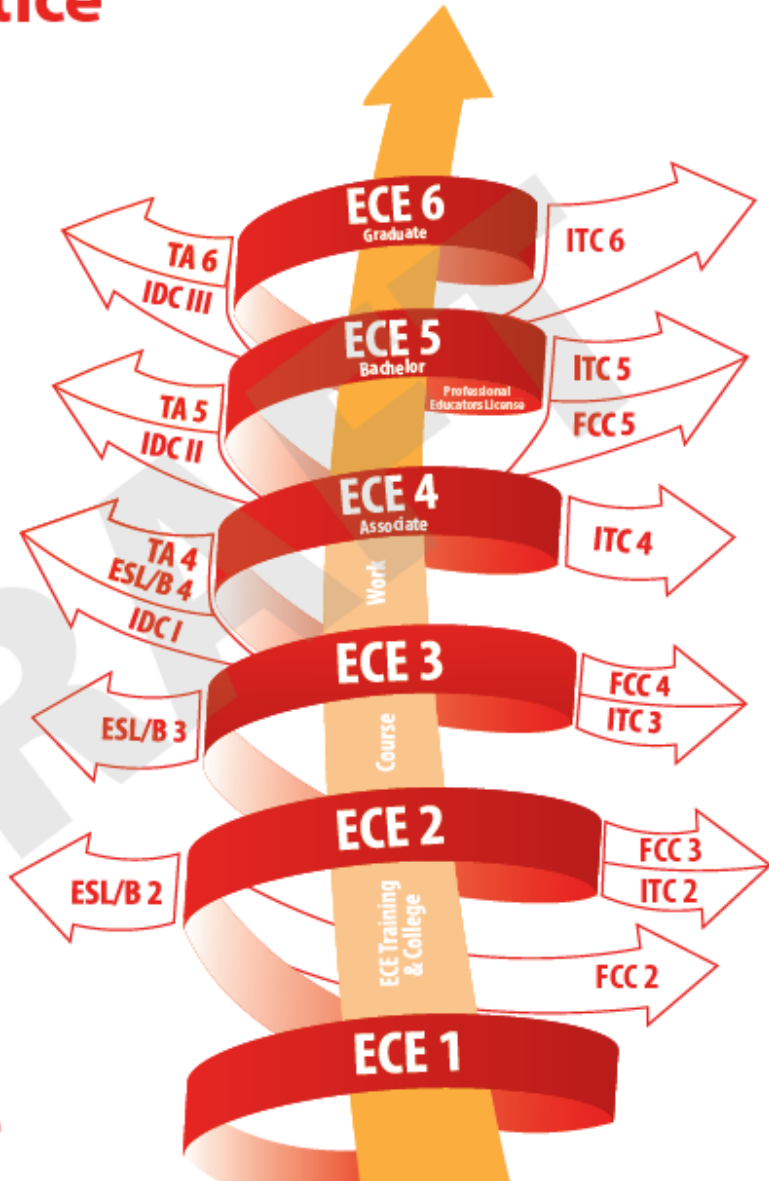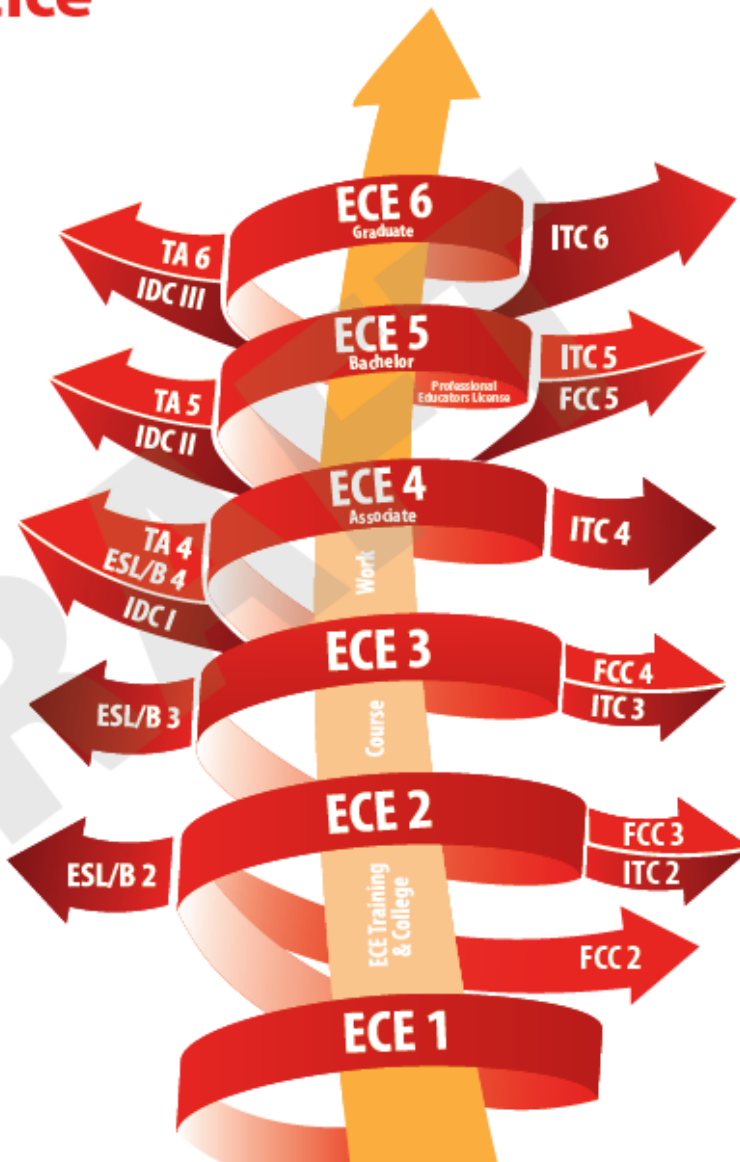
FCC: Family Child Care Credential

ITC: Infant Toddler Credential

IDC: Illinois Director Credential

TA: Technical Assistance Credential

ESL/B: ESL & Bilingual Credential

ECE 6 Graduate — TA 6 / IDC III — ITC 6
ECE 5 Bachelor — TA 5 / IDC II — ITC 5 / FCC 5 — Professional Educators License
ECE 4 Associate — TA 4 / ESL/B 4 / IDC I — ITC 4 — Work
ECE 3 — ESL/B 3 — FCC 4 / ITC 3 — Course
ECE 2 — ESL/B 2 — FCC 3 / ITC 2 / FCC 2 — ECE Training & College
ECE 1

The ECE Credential is the foundation for these Gateways Credentials.

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IDHS

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

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ILLINOIS DEPARTMENT OF HUMAN SERVICES
DIVISION OF
EARLY CHILDHOOD

Gateways to Opportunity® Early Childhood Educator
Career Lattice

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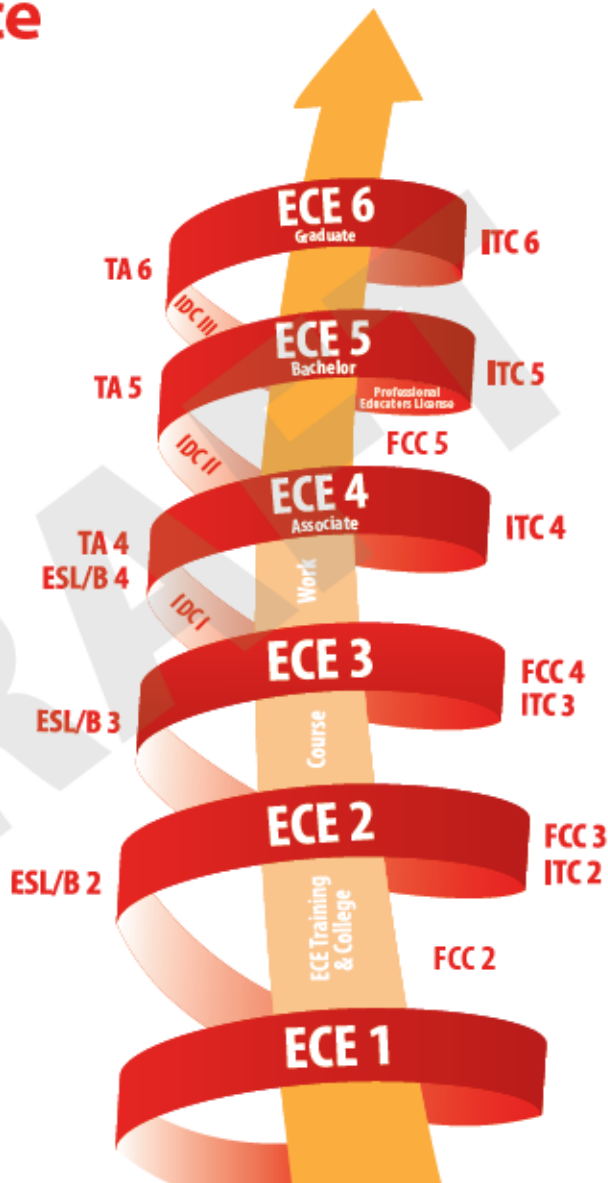
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GATEWAYS TO OPPORTUNITY®
Illinois Professional Development System

Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: November 29, 2022

COMMITTEE MAKING RECOMMENDATION: Qualifications & Credentials (QC) Committee

RECOMMENDATION: The Qualifications & Credentials (QC) Committee is recommending the addition of the Gateways ESL & Bilingual Credential onto the Illinois Department of Human Services (IDHS) approved Gateways Career Lattice.

RATIONALE: This recommendation supports the addition of the ESL & Bilingual Credential on the IDHS approved Gateways to Opportunity career lattice. The career lattice shows the ECE Credential as the foundation for the Gateways FCC, ITC, IDC, TA, and ESL/Bilingual Credentials. The career lattice gives clarity of pathway(s) to add to gaining higher levels of Gateways Credentials.

DISPOSITION:
PDAC Qualifications and Credentials Committee
Approved: X   Date: 11/29/22
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:

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