



PDAC Steering Committee

Meeting

March 15, 2017

10:00AM – 3:00PM

Beth Knight	Joni Scritchlow	Lynn Burgett
Cerathel Burnett	Joyce Weiner	Marsha Hawley
Dawn Thomas	Julie Lindstrom	Rebecca Livengood
Deb Widenhofer	Karen McCarthy	Sharyl Robin
Debbie Rogers Jaye*	Lauri Morrison Frichtl	Stephanie Bernoteit
Joellyn Whitehead	Laurie Rhodes	Tammy Notter
Johnna Darragh Ernst	Lisa Downey*	Teri Talan
		*phone

Welcome – Deb Widenhofer and Marsha Hawley welcomed participants to the meeting and reviewed the agenda.

Review and Approval of the Minutes (Attachment 1)

- January 12th and 13th
 - Remove Laurie Rhodes from the roster of attendees.
 - Teri Talan moved to accept the minutes.
 - Johnna Darragh Ernst seconded the motion.

Recap and Feedback from the PDAC Steering Retreat Meeting

- The retreat had rich discussions regarding competencies and prior learning assessments.
- Discussions were held related to the current climate of the ECE field and state partners in order to help with the un-knowns and shifts in the state.
- Members of PDAC Steering need to think of where their influence or work as a member of PDAC Steering could better connect to others, or the agencies they represent, in order to bring about increased communication on behalf of the goals and objectives of PDAC.
- The number of retirements within state agencies means PDAC is losing connectivity between PDAC and decision makers across multiple agencies. PDAC needs to be intentional in making new contacts.
 - When someone is retiring at an agency it should be a priority to get new contact names.

Integration of Competencies

- SAYD Competencies
 - Nothing was lost from the 637 benchmarks moving to competencies, some benchmarks moved to different levels.
 - Committee members reviewed the changes and support the move to competencies.
- TA Competencies
 - With the shift to competencies for TA all credential benchmarks have moved to competencies.
 - The shift to competencies will help the Ad Hoc Committee evaluate course work and review applications.

- ICCB/IBHE
 - Postsecondary document should include an acknowledgement of the Level 6.
- Timelines
 - Over the next year the shift to competencies will begin with the credential direct route and the designing of trainings.
 - Competency information will be shared with higher education faculty at the Higher Education Forum in April.
 - Johnna Darragh Ernst is working on a form related to the CDA.
 - Competency information will be available on the new Gateways website.

Power to the Profession (Attachment 2)

- Power to the Profession is an initiative led by the National Association for the Education of Young Children (NAEYC).
- Fifteen national organizations will engage with groups of childhood professionals to make up a core task force and 25 national organizations with systems-level influence that will make up a stakeholders group.
- It is a national collaboration to define the early childhood profession by establishing career pathways, knowledge and competencies, qualifications, standards and compensation.
- Teri Talan has a Power to the Profession blog. <http://mccormickcenter.nl.edu/is-early-childhood-education-a-profession/>
- The Power to the Profession is a two-year initiative and is structured around a series of six decision cycles.
 - The first decision cycle explained the name early childhood educators and responsibilities. The early childhood educator is responsible for each of the descriptors. Responsibilities include but are not limited to: Planning and implementing intentional developmentally appropriate learning experiences, establishing a safe and healthy learning environment, and developing reciprocal relationships with families and communities.
- Many early childhood professionals will now be known as an “allied” professional.
- Part of the motivation for the Power to the Profession is compensation. The belief is that with professionalization comes the ability to increase wages.

PDAC Structure

- Core Knowledge/HELP Committee
 - PDAC is structured to be flexible to meet current needs.
 - PDAC use to have a Core Knowledge Committee, which created the Seven Core Content Areas.
 - Current competency work has shown the need for more faculty to be involved in PDAC.
 - The Higher Education Learning and Professional Development (HELP) Committee is currently under the Early Learning Council’s (ELC) Quality Committee.
 - The HELP committee is co-chaired by Cathy Main and Stephanie Bernoteit. At this time there is no funding to staff the committee under the ELC structure.
 - Question: Should members of HELP join PDAC under a new Core Knowledge Committee?
 - The full PDAC committee does not need to approve the formation of a new committee.
 - The writing of a new PDAC Strategic Plan begins in January 2018, with the plan developed by June 2018. In the plan the committee could be formally placed within the PDAC structure.

- PDAC Steering is in agreement (general consensus) that a new committee, the Core Knowledge Committee, will be re-established with members from the ELC HELP committee. This is a standing committee, not an Ad Hoc Committee.
- Ad Hoc Credential Development Committee
 - Four Ad Hoc Committees were created to help develop the new credentials (School Age and Youth Development, Family Child Care, Family Specialist Credential, and Technical Assistance).
 - The pilot has ended, but each credential has two- to three- years of credential processing and work under way before the committees' work is completed.
 - The committees will sunset, with staff carrying the work forward. As we develop the next PDAC Strategic Plan, timelines will be developed for the committee's work to end.
 - Joni Scritchlow reviewed potential new Illinois Department of Human Services (IDHS) updates for PDAC.
 - Lunch will not be provided for meetings less than 5 hours in length.
 - Mileage may, or may not, be provided to attendees depending on available funds.
 - PDAC must meet at least 3 times and PDAC Steering can meet no more than 6 times.
 - Technology should be used to reduce costs.
 - Tentative dates for Steering and PDAC meetings/telenets were shared with members. Conflicts for the dates listed, should be forwarded to staff as soon as possible. Final dates will be shared at the Steering meeting in May.

Statewide Updates in Relation to PDAC

- Illinois Department of Human Services Child Care Development Fund (CCDF) (Attachment 3)
 - Notice from the Illinois Department of Human Services went out on February 7, 2017, to all current licensed and licensed-exempt centers participating in CCAP.
 - The notice gives information regarding new minimum training requirements in order to continue to receive CCAP payments.
 - Information resources are listed on the Gateways website www.ilgateways.com.
 - The trainings must be completed by September 30, 2017.
- Illinois State Board of Education – Lynn Burgett and Karen McCarthy
 - Cindy Zumwalt will be retiring from ISBE. At this time early childhood would be placed under teaching and learning. Marcy Johnson is currently in charge of teaching and learning at ISBE.
 - Request for Proposal (RFP)'s prepared for release for the Early Childhood Division include:
 - Preschool for All 3-5
 - Preschool for All Expansion 3-5
 - Prevention Initiative Birth to Three
 - Preschool for All Professional Development
 - Illinois Early Learning Project
 - STARnet
 - Early Choices
 - Child Find
 - Contracts prepared include:
 - Preschool for All Monitoring
 - Community Systems Development

- Timelines are condensed regarding these RFP's.
- ISBE created a Training of Trainers using the Pyramid Model regarding social and emotional health supports for children.
- Illinois Head Start Association – Laurie Morrison Fricthl
 - IHSA is currently under a Federal continuing resolution until April 28, 2017, with the possibility of remaining under a continuing resolution for the remainder of FY17.
 - President Trump is considering a 10% cut in all non-defense spending for FY18. The Heritage Foundation has recommend sun-setting Head Start by 10% each year.
 - The administration is looking at charter schools, vouchers, and block granting Head Start.
 - Colleen Rathgeb is the Acting Deputy Assistant Secretary of Early Childhood Development for the Administration for Children and Families at the U.S. Department of Health and Human Services.
- Illinois Board of Higher Education – Stephanie Bernoteit
 - Stephanie shared the book, *Voices from the Field: Collaborative Innovations in Early Childhood Educator Preparation*. The book highlights the work of the state's two- and four- year faculty to design early childhood educator preparation programs to meet regional and state workforce needs.
 - *Illinois Voices* highlights what happens when institutions of higher education, state agencies, and other stakeholders work together to solve common problems.
 - The authors and contributors were honored at a reception in Chicago in January.
 - The book has been shared with the ISBE Licensure Board, P-20 Council, and the National Academy of Medicine.
 - The book is available for a free download on the Illinois Education Research Council (IERC) website www.ierc.education
 - ISBE will work with the IERC to create a guide to designing competencies for workforce development.
- Children's Cabinet – Stephanie Bernoteit
 - The Children's Cabinet held a meeting with Governor Rauner last week.
 - Cynthia Tate is leading the Early Childhood Workforce Development Committee as staff.
 - Cynthia will be asking representatives from various groups such as PDAC, to become more engaged in the Children's Cabinet to further implementation of the priorities.
- DCFS Licensing Advisory Council – Beth Knight
 - George Vennikandam is the acting co-chair.
 - A recruitment effort is underway to increase provider representation.
 - The committee is monitoring legislative actions regarding the ECE field.
 - Lead in drinking water – DCFS will work with the Department of Public Health regarding requirements, financial implications and training implications.
 - Immigration Safe Zones – child care licensed facilities will be deemed as safe zones.
 - Guns in Licensed Homes – potential legislation would allow hand guns owned by owners on the premises.
 - Criminal background checks for relative providers are needed to be in compliance with the Child Care Development Block Grant (CCDBG).
 - Diaper Allowance – a person is eligible for a diaper allowance for their child if certain conditions are met including household income is at or below 50% of the federal poverty guidelines.

- Early Learning Council – Teri Talan
 - Quality Committee is chaired by Teri Talan and Dan Harris. The committee has two goals within their work plan.
 - 1) Provide oversight for ExceleRate.
 - Provide an advisory function to review new potential changes to ExceleRate and serve as an advisory body for that purpose.
 - 2) Provide assistant to IDHS to improve quality in licensed exempt provider care and to integrate ways to do a better job.
 - Need to know how to reach licensed exempt providers to offer supports, will use the Gateways Registry to reach out to them.
- P-20 Council – Joyce Weiner
 - Dr. Tony Smith from ISBE gave a presentation about the Every Student Succeeds Act (ESSA).
 - Dr. Smith is clear that the ESSA plan being developed for Illinois is going forward regardless of what happens at the federal level.
 - A guiding principle of the ESSA plan is providing strong education settings for children that are equitable across the state and across districts.
 - Beth Purvis shared stats including: two-thirds of Illinois children are not reading and writing at grade level, 50% of children entering school receive free or reduced school lunch, and one out of two high school graduates either don't go to college or they go to college but need remedial supports.

Committee Reports (Attachments 4, 5, 6, 7, 8)

- Paper copies of each committee report were placed in attendees folders. These documents were not reviewed during the meeting.

Adjourn

Next PDAC Steering Meeting: May 10, 2017





Bruce Rauner, Governor

James T. Dimas, Secretary

IMPORTANT ANNOUNCEMENT

CCAR Center Providers Must Complete Health, Safety and Child Development Training by September 2017

The Illinois Department of Human Services (IDHS) partners with child care providers to serve low income families through the Child Care Assistance Program (CCAP). To help ensure the health and safety of children, the Federal government is now requiring that providers complete specific health, safety and child development training, have current CPR/First Aid certification, and complete annual training hours.

Who is required to complete training?

In Illinois, **all** current licensed and license-exempt centers participating in CCAP will have minimum training requirements. In order for a current center to continue receiving CCAP payments, these trainings must be completed by **September 30, 2017**. After this, annual training requirements will go into effect.

Who benefits from this training?

This training will give providers important and up-to-date information about the best health, safety and child development practices to be used in a child care setting. All children in a child care setting can benefit from a safer and healthier environment, and parents can feel more confident about their child's care.

Where can providers get the training?

The chart on the back of this sheet details where centers can access their trainings and who must complete the trainings. Much of the required training is available online. CPR/First Aid training and re-certification must be completed face-to-face and be provided by an approved training organization. Providers can contact their local Child Care Resource and Referral (CCR&R) Agency for more information.

How is training completion tracked?

All centers participating in the Child Care Assistance Program must register with the Gateways to Opportunity Registry. This allows required training to be tracked. Go to <https://registry.ilgateways.com/> to become a member.

What if caregivers have already completed some or all of the training?

Training on specific health, safety and child development topics has already been available in Illinois. Practitioners and caregivers who have completed the required trainings in the last five (5) years will not need to take this training again unless otherwise required. Several Gateways Credentials may align with the required training. A list of qualifying credentials can be found at www.ilgateways.com. HOWEVER, training completion and credential attainment must be recorded in the Gateways Registry in order to get credit.

IDHS Child Care Assistance Program Training Requirements

Note: Caregivers MUST be members of the Gateways Registry to track training completion. Caregivers should register at: <https://registry.ilgateways.com/>

Licensed and License- Exempt Child Care Centers	
Who must complete training by September 30, 2017?	
<ul style="list-style-type: none"> • Director(s): Individuals who has primary responsibility for the daily operations management of the center • Teacher(s): Includes lead teachers, teachers, teacher assistants or teacher aides who are employed by a child care provider for compensation on a regular basis • All new center directors and teachers must complete the training by September 30, 2017. 	
-INITIAL-	
Current staff must complete	Where to find the Training
Directors and teachers at child care centers serving all ages of children:	Online training is available through Gateways Registry at https://registry.ilgateways.com or contact local CCR&R for face-to-face training.
1) The following modules of the Illinois ECE Credential Level 1 Tier 1 –	
a) 1, Child Growth and Development	
b) 2A, Health Issues in Group Care	
c) 2B, Nutrition Issues in Group Care	
d) 2C, Safety Issues in Group Care	
2) The following module of the Illinois ECE Credential Level 1 Tiers 2 and 3	Online training is available in English only, through Gateways Registry at https://registry.ilgateways.com or contact local CCR&R for face-to-face training in English & Spanish.
a) 3, Observation and Guidance	
b) 4, Learning Happens in Relationships	
c) 5, Family and Community Relationships	
d) 6, Personal and Professional Development	
e) 7A, Child Growth & Development (Birth-8 months)	
f) 7B, Child Growth & Development (8-18 months)	
g) 7C, Child Growth and Development (18-36 months)	
h) 8A, Preschool Child, Social & Emotional Development	
i) 8B, Preschool Child, Physical Development	
j) 8C, Preschool Child, Language Development	
k) 8D, Preschool Child, Cognitive Development	
l) 9, School Age Development	
3) CPR/First Aid Certification	Contact your local CCR&R for training or a list of organizations that offer approved training.
4) Child Abuse and Neglect/Mandated Reporter Training (For Licensed Centers, Licensed Homes and Group Homes, this is monitored by IDCFS)	Visit: https://mr.dcfstraining.org/
5) What is CCAP? – Directors ONLY	Online training is available through Gateways Registry or contact local CCR&R for face-to-face training
-ANNUAL-	
Both Director(s) and teachers must have 15 hours of training annually related to early childhood care and education and/or school age child care. (For Licensed Centers this is monitored by IDCFS).	



Professional Development Advisory Council (PDAC) Committee Meeting Report

PDAC Steering Meeting March 15, 2017

Committee Name: Governance

Committee Co-Chairs and INCCRRA Staff: Marsha Hawley and Deb Widenhofer, co-chairs.
INCCRRA Staff Joni Scritchlow

Last Meeting Date: October 11, 2016

Current Tasks Include:

- * Review of the Operations Policy and Procedures document completed for FY17.
- * Develop leadership models

Strategic Planning Goal(s):

- * Create and implement a leadership development plan
- * Maintain well-defined processes and protocols to support PDAC

Goals/Objectives Currently Include:

- * Bring to PDAC Steering research on leadership regarding common language/definition of leadership.
- * Build a culture to develop leaders to take on roles within PDAC



Professional Development Advisory Council (PDAC) Committee Meeting Report

PDAC Steering Meeting March 15, 2017

Committee Name: Information and Trends

Committee Co-Chairs and INCCRRA Staff: Lauri Morrison-Frichtl, Dawn Thomas, Joellyn Whitehead

Last Meeting Date: 8/23/16 **Next Meeting Date:** 3/21/17

Current Tasks Include:

- * Creating common definitions for "director" and "lead educator/teacher"
- * Definitions were shared and discussion held with Workforce Development and Pathways for alignment with competencies at their March 8, 2017 telenet.

Strategic Planning Goal(s):

- * Identify key research questions related to Gateways to Opportunity Illinois Professional Development System
- * Synthesize available information, trends, research and policy around issues critical to professional development and professional development systems.
- * Establish and implement a framework for disseminating information.
- * Explore innovative professional development practices in other states.

Goals/Objectives Currently Include:

- * Review comprehensive inventory of roles in our field.



Professional Development Advisory Council (PDAC) Committee Meeting Report

PDAC Steering Meeting March 15, 2017

Committee Name: Financial Supports

Committee Co-Chairs and INCCRRA Staff: Laurie Rhodes, Debbie Rogers-Jaye & Rebecca Livengood

Last Meeting Date: January 10, 2017 - telenet

Current Tasks Include:

- * Reviewing the strategic goals and objectives for action steps
- * Committee is focused on building partnerships with other organizations including, but not limited to the Illinois AEYC for advocacy groups.
- * Review and update loan forgiveness document
- * Will use Power to the Profession as tool for work, monthly monitoring of the NAEYC website for updates to the Power to the Profession.

Strategic Planning Goal(s):

- * Build consensus across the state about equitable compensation, benefits and workplace conditions.
- * Broaden parameters for Gateways Scholarship Program
- * Analyze current financial supports for efficiency and effectiveness in alignment to state partner agencies priorities.

Goals/Objectives Currently Include:

- * Facilitate distribution of Ad Hoc Committee Findings
- * Identify the current federal and state goals and initiatives related to Professional Development.
- * Develop recommendations to prioritize usage of financial supports
- * Explore and update current loan forgiveness document.



Professional Development Advisory Council (PDAC) Committee Meeting Report

PDAC Steering Meeting March 15, 2017

Committee Name: Workforce Development and Pathways

Committee Co-Chairs and INCCRRA Staff: Co-Chairs: Cerathel Burnett and Johnna Darragh Ernst. INCCRRA Staff Joni Scritchlow

Last Meeting Date: March 8, 2017

Current Tasks Include:

- * Reviewed a draft of the Postsecondary Education and Career Pathway Document – our next meeting in May will focus on the career lattice.
- * Reviewed the IT Committee’s Site Director and Lead Teacher roles/terminology for alignment with the competencies.

Strategic Planning Goal(s):

- * Develop a more comprehensive career lattice that clearly articulates varied pathways in the early childhood system.
- * Analyze stackability of Gateways Credentials, and how they are offered and utilized, with the goal of providing multiple pathways.
- * Explore how levers and supports, including Gateways Scholarships and Great START, can be used to strengthen Gateways Credentials.
- * Create continuity between Illinois Department of Children and Family Services (DCFS) and Gateways Credentials.
- * Explore responsive practices for supporting Gateways Credential attainment inclusive of direct route and entitled routes.
- * Support state efforts for meaningful articulation between 2- and 4- year higher education institutions.

Goals/Objectives Currently Include:

- * Focus on competencies and system supports.
- * Focus on the Gateways Career Lattice in regards to competencies.
- * Recent WDP recommendations are building continuity between IDCFS and the Gateways Credentials.



Professional Development Advisory Council (PDAC) Committee Meeting Report

PDAC Steering Meeting March 15, 2017

Committee Name: Qualifications and Credentials

Committee Co-Chairs and INCCRRA Staff:
Teri Talan and Diana Rosenbrock – co-chairs
Stephanie Hellmer INCCRRA staff

Last Meeting Date: March 13, 2017

Current Tasks Include:

- * Work groups have been reviewing the Competencies with the consultants
- * Ad Hoc Committees have continued to award credentials
- * Planning to convene a review group for IDC based on the movement to competencies

Strategic Planning Goal(s):

- * Pilot, review, develop and implement Gateways to Opportunity Credentials
- * Improve access and incentivizing of Gateways to Opportunity Credentials
- * Determine if current coursework and training is sufficient to meet the needs of practitioners to achieve Gateways to Opportunity Credentials.

Goals/Objectives Currently Include:

- * Convening of a review group for IDC based on the movement to competencies
- * Gateways Credential Frameworks

