

PDAC Steering Committee
May 2, 2018 Telenet

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| Beth Knight | Diana Rosenbrock | Lauri Morrison Frichtl |
| Cathy Main | Joellyn Whitehead | Laurie Rhodes |
| Christy Allen | Johnna Darragh Ernst | Marsha Hawley |
| Dawn Thomas | Joni Scritchlow | Rebecca Livengood |
| Deb Widenhofer | Joyce Weiner | Sharyl Robin |
| Debbie Rogers Jaye | Julie Lindstrom | Teri Talan |

Welcome – Deb Widenhofer and Marsha Hawley welcomed attendees to the telenet.

Review and Approval of Minutes – (Attachment 1)

- March 21, 2018
- Johnna Darragh Ernst moved to accept the minutes.
- Christy Allen seconded the motion.

Revised Steering Goals and Objectives (Attachment 2)

- Goal 2: Articulated that Objective 1 is inclusive of entities that are leading in federal initiatives.
- Goal 2, Objective 2: During the meeting the word *decision* was added after the word *federal*.
- The order of the goals speaks to the range of PDAC Steering representation and the strategic direction of PDAC.
 - The Steering Goals and Objectives were voted on and approved by the Steering Committee.

PDAC Committee Strategic Planning – Marsha Hawley and Deb Widenhofer

- The final strategic plan will be brought to the June 20th PDAC telenet.
- **Financial Supports (Attachment 3)** – Laurie Rhodes and Debbie Rogers Jaye, co-chairs
 - Goal 3 and Goal 4 changed to read identify and advance.
- **Qualifications and Credentials (Attachment 4)** – Teri Talan and Diana Rosenbrock, co-chairs
 - Goal 1, Objective 2 changed to read: Coordinate and oversee regular review of all credentials and their competencies to ensure integration of current research and validated practices.
 - Goal 4, Objective 2 changed to read: Increase knowledge and understanding of Gateways Credentials and competencies based system within higher education institutions and among public and private employers of early educators.
- **Higher Education (Attachment 5)** – Cathy Main, co-chair
 - The higher education plan references the use of the competencies in a variety of ways throughout the document.
 - The committee was thoughtful and conscientious in their efforts to prepare future teachers through the goals and objectives.
- **Workforce Development and Pathways (Attachment 6)** – Johnna Darragh Ernst, co-chair
 - Collaboration with stakeholders, other committees and entities is used throughout the goals and objectives to enhance the work of the committee.
 - Next steps in the process of role definitions in early childhood would be contingent on the on-going work of Power to the Profession. The work could be placed as an action step under Goal 2, Objective 5 or Goal 1, Objective 3.

- **Information and Trends (Attachment 7)** – Dawn Thomas and Lauri Morrison Frichtl, co-chairs
 - The first two goals are specific to exploring and identifying intentional connections for equity and diversity around the topic of trauma informed care in the ECE field.
- The PDAC Strategic Plan Phase VIII was approved by the PDAC Steering Committee by a unanimous vote.

Announcements

- Rebecca Livengood: DHS has posted a notice on their website regarding a public hearing for the CCDF plan. The plan is also post on their website
- The June 20th PDAC Steering meeting is a face-to-face meeting at INCCRRA beginning at 10:00AM, with a full PDAC telenet starting at 1:30PM.

Adjourn





**PDAC Strategic Plan 2018-2021
PDAC Steering
Draft Goals and Objectives**

Goal 1: Build and expand the diversity of Steering representation to maintain connectors to support and improve the quality and stability of early care and education and school age and youth development workforce.

- Objective 1: Identify key state partners to be represented (e.g. DCFS, ICCB, special education).
- Objective 2: Ensure representation across fields, geographic location, ethnicity and expertise in age ranges.

Goal 2: Set the strategic direction of PDAC in response to state and federal initiatives.

- Objective 1: Plan and set strategies for PDAC incorporating key national research, direction and findings including the National Association for the Education of Young Children (NAEYC,) Power to the Profession, and the Institute of Medicine (IOM) reports into overall professional development plan.
- Objective 2: Monitor decision state and federal cycles for impact and alignment to PDAC Strategic Plan and the on-going work in Illinois.

Goal 3: Develop Leadership Plan and implement leadership that is reflective and supports Illinois' rich diversity of knowledge and experience.

- Objective 1: Identify defined leadership competencies relevant to PDAC.
- Objective 2: Identify potential leadership capacity in committee members.



**PDAC Strategic Plan 2018 – 2021
PDAC Financial Supports Committee
Draft Goals and Objectives**

Goal 1: Advance identified recommendations from the Illinois Achieving Compensation Parity Report.

- Objective 1: Recommend tax incentives as one means to engage the business community.
- Objective 2: Adjust local and state rates, contracts and financial incentives to achieve compensation parity.
- Objective 3: Review and recommend 80% of all rate enhancements and quality incentives, regardless of funding source, be budgeted for compensation.

Goal 2: Identify advancement opportunities supporting workforce compensation strategies using intentionality with existing funding and new or increased funding.

- Objective 1: Analyze program specifics within Great START and Gateways Scholarship and prioritize incentives targeted to programs who meet ExceleRate staff requirements.
- Objective 2: Explore other statewide initiatives for opportunities to increase compensation, scholarship and education reimbursements.

Goal 3: Identify potential and future workforce funding opportunities.

- Objective 1: Strengthen the workforce through additional federal programs and other innovative initiatives designed to reduce or eliminate Student Loan Forgiveness debt.
- Objective 2: Research potential financial and revenue streams identified in the Transforming the Financing of Early Care and Education Report and Power to the Profession as well as other sources.
- Objective 3: Explore multiple state models for uses of federal resources and funding.

Goal 4: Identify non-compensation retention strategies.

- Objective 1: Identify technical assistance to Program leaders that address all aspects of workplace conditions – supports, technical assistance, salary schedules & benefits packages that lead to workplace conditions, effective classroom practices, & staff retention.
- Objective 2: Research and identify the true cost and causes of staff turnover.
- Objective 3: Research and identify sources to finance retention strategies.



**PDAC Strategic Plan 2018-2021
PDAC Qualifications, Credentials
Draft Goals and Objectives**

Goal 1: Ensure Gateways to Opportunity Credentials align with state and national initiatives, incorporate current research and validated practices, and are responsive to workforce needs.

- Objective 1: Create credential renewal pathways that are evidence-based and ensure consistency across all credentials.
- Objective 2: Coordinate and oversee regular review of all credentials and ensure integration of current research and validated practices.
- Objective 3: Coordinate review of credential frameworks to ensure responsiveness to workforce needs.

Goal 2: Guide the development and implementation of a Gateways ESL/Bilingual Credential to ensure workforce capacity in meeting the needs of Illinois' diverse children and families.

- Objective 1: Align content of Gateways ESL/Bilingual Credential with ISBE Professional Educators License ESL Bilingual Endorsement.
- Objective 2: Pilot, review, develop, and implement a Gateways ESL/Bilingual Credential.

Goal 3: Coordinate Illinois' response to national and local workforce development initiatives (e.g., Power to the Profession; i2i Incubation to Innovation).

- Objective 1: Engage Illinois stakeholders in discussion of national and local workforce development initiatives.
- Objective 2: Provide feedback to national and local initiatives on behalf of Illinois' early childhood professional development system.

Goal 4: Promote and incentivize Gateways to Opportunity Credentials

- Objective 1: Increase knowledge and understanding of Gateways Credentials within higher education institutions and among public and private employers of early educators.
- Objective 2: Embed Gateways Credentials in state systems (e.g. IDCFS Child Care licensing standards, ISBE Early Childhood Block Grant standards/rules, ExceleRate® Illinois, etc.).



**PDAC Strategic Plan 2018-2021
PDAC Higher Education Committee
Draft Goals and Objectives**

Goal 1: Support the ongoing development and implementation of a competency based qualification system for the ECE workforce.

- Objective 1: Align programs with competencies outlined in the Gateways Credential.
- Objective 2: Engage in responsive reciprocal communication to develop a shared common language around a competency based work.
- Objective 3: Participate in the development and utilization of shared assessments to support student transfer across institutions and advancement on the Illinois Gateways career lattice.
- Objective 4: Explore opportunities for using the Gateways competencies and their related assessments to assess prior learning experiences.

Goal 2: Increase opportunities for the ECE workforce to advance proficiency in working with children who are culturally and linguistically diverse at different levels of credentials and degrees along the entire career lattice.

- Objective 1: Partner with the PDAC Qualifications & Credentials Committee to implement a Gateways Bilingual/ESL Credential that aligns with the ISBE Bilingual/ESL endorsement.
- Objective 2: Develop and pilot model program(s) for individuals with a BA and an Illinois Gateways ECE Level 5 Credential to earn an Illinois PEL with endorsement in ECE through both traditional and alternative routes.
- Objective 3: Develop and pilot model program(s) for individuals with an Illinois Educator License with Stipulations (ELS) in transitional bilingual education (TBE) to earn an Illinois PEL with an endorsement in ECE.
- Objective 4: Develop and implement endorsement programs for individuals with existing non-ECE PELs to add a secondary endorsement of ECE.

Goal 3: Support increased use of technology tools for higher education advising, instruction and assessment.

- Objective 1: Inventory technology currently being used to advise, support, instruct, and assess adult learners.
- Objective 2: Develop strategies for sharing technology that enriches adult learning.
- Objective 3: Identify needed technology to enhance advising, instruction, assessment, and articulation.

Goal 4: Demonstrate the need for increased capacity in early childhood education faculty and advisors at institutions of higher education (IHEs).

- Objective 1: Leverage all state data to examine ECE and ECE related data on enrollment and completions.
- Objective 2: Leverage national initiatives (NAEYC's Power to the Profession) and state initiatives that highlight the need for increased capacity and innovation in ECE teacher preparation programs.
- Objective 3: Engage in responsive and reciprocal communication strategies in collaboration with state agencies and relevant partners (e.g. IHE presidents, deans and other administrators) regarding need for increased capacity in ECE teacher preparation programs.
- Objective 4: Strengthen connections among IHEs and across IHEs and the broader professional development system to build more collective capacity and partnerships.



PDAC Strategic Plan 2018 – 2021
PDAC Workforce Development and Pathways Committee
Draft Goals and Objectives

Goal 1: Develop, and disseminate, in collaboration with stakeholders, strategies that support implementation of the comprehensive Gateways to Opportunity Early Childhood Educator Career Lattice.

- Objective 1: Identify and support state efforts to increase articulation.
- Objective 2: Identify and disseminate innovative career lattice implementation models, inclusive of prior-learning assessment.
- Objective 3: Identify and/ or develop effective career lattice implementation messaging and distribution strategies for varied constituencies within and outside of the early childhood field.

Goal 2: Analyze effectiveness of various pathways of the Gateways Credentials.

- Objective 1: Collect and analyze data regarding credential attainment across:
 - Practitioner role (Licensed Exempt (LE), DIV)
 - Credential specializations
- Objective 2: Collect data on the effectiveness of historical changes to Gateways framework, including:
 - Changes in Level 3 requirements
 - Creation of stacked credential framework
- Objective 3: Monitor credential responsiveness to current and emerging needs of children, families and practitioners.
- Objective 4: Identify career lattice utilization benefits and barriers in collaboration with practitioners and state partners.
- Objective 5: Monitor landscape and continued opportunity to create a complementary relationship between Department and DCFS licensing, ExceleRate and Gateways Credentials in terms of quality measures and expectations.
- Objective 6: Support and disseminate innovative credential attainment practices within competency-based system framework.

Goal 3: Collect and analyze data evaluating how levers and supports including, but not limited to, Great START and Gateways Scholarship can be used to strengthen utilization of Gateways Credentials.

- Objective 1: Review and analyze data (inclusive of demographic variables, program participation, and retention) to evaluate the utilization and efficacy of Great START and Gateways Scholarship funds.
- Objective 2: identify and support, based on data collection, policy recommendations to fully integrate Gateways Credentials within GreatSTART and Gateways Scholarship Program, inclusive of credential/specialization attainment and emerging opportunities for competency model implementation (e.g. prior learning assessment).
- Objective 3: Utilize data collection and analysis to identify relevant emerging opportunities and strategies to strengthen programing and practitioners, in coordination with financial supports committee.



**PDAC Strategic Plan 2018-2021
PDAC Information and Trends Committee
Draft Goals and Objectives**

Goal 1: Explore and identify intentional connections with partners to bring expertise to our work around equity/diversity and trauma-informed care, and implications for the field of ECE.

- Objective 1: Identify and recruit individuals with expertise in equity/diversity to join the committee or to be resources.
- Objective 2: Identify and recruit individuals with expertise in trauma-informed care to join the committee or to be resources.
- Objective 3: Continue to engage with experts on these topics and begin to explore how they relate to the work of PDAC and to professional development for the field of ECE as a whole.

Goal 2: Disseminate information through PDAC on the latest work as it relates to equity/diversity and trauma-informed care.

- Objective 1: Work with committee-identified resources/experts to create messages specific to the professional development system in Illinois.
- Objective 2: Identify the most appropriate communication channel(s) to share the messages and disseminate through those channels.

Goal 3: Examine work happening nationally and in other states, as well as related fields, to identify promising practices that may be valuable in Illinois.

- Objective 1: Conduct a scan of work happening at a national and state levels to identify exemplars and innovative thinking.
- Objective 2: Update work on role definitions as the need arises based on revisions to the Career Lattice and direction from PDAC Steering.