GATEWAYS TO OPPORTUNITY
Illinois Professional Development System

PDAC Steering Committee Minutes
October 17, 2018
10:00AM – 3:00PM
Bloomington, IL

Beth Knight	Johnna Darragh Ernst	Lynn Burgett
Cathy Main	Joni Scritchlow	Marsha Hawley
Christi Chadwick	Joyce Weiner	Olga Torres
Dawn Thomas	Julie Lindstrom	Rebecca Livengood
Deb Widenhofer	Karen McCarthy	Rebecca Pruitt
Debbie Rogers Jaye (phone)	Kate Connor	Shauna Ejeh
Diana Rosenbrock	Lauri Morrison Frichtl	Tammy Notter
Joellyn Whitehead	Laurie Rhodes	

PDAC Steering Welcome

- The Mission was read by Dawn Thomas.
- The Vision was read by Diana Rosenbrock.
- The Values were read by Karen McCarthy.
    - A small group from PDAC Steering, (Jamilah R. Jor'dan, Teri Talan and Joyce Weiner), are reviewing the mission, vision, and values for any needed updating.

Introduction of new members

Get to know you activity – Steering members shared information about themselves. New members to Steering at the meeting were: Christi Chadwick, Kate Connor, Rebecca Pruitt and Shauna Ejeh.

Review and Approval of Minutes

- August 8, 2018 (Attachment #1)
    - Lauri Morrison Frichtl moved to accept the minutes.
    - Tammy Notter seconded the motion.

Key Information from State Agency Partners

- State/Agency changes in leadership
    - Nakisha Hobbs was named the Illinois Department Human Services (IDHS) Director of The Bureau of Child Care
    - Matthew Grey has been named the Manger for Quality at IDHS.
    - Carol Morris at the Department of Child and Family Services (DCFS) has delayed her retirement.
    - Cindy Bardeleben has been named interim Executive Director at Baby TALK.
    - Illinois State Board of Education has a new director of the Early Childhood Division, Carisa Hurley.
    - Brian Durham has taken a new position within the Illinois Community College Board, and Marcus Brown has taken the role of Senior Director for Academic Affairs.
- Illinois State Board of Education
    - A Kindergarten Individual Development Survey (KIDS) data handout was provided. The link to the report is located at: https://www.isbe.net/Documents/KIDS-Public-Report.pdf
    - Teachers observed 106,670 of the 132,378 children enrolled in kindergarten in 2017 on the 14 state readiness measures.
    - 81% of children enrolled in kindergarten were assessed on the 14 measurements.

- Of the students rated on the measurements 24% demonstrated kindergarten readiness in all 3 developmental areas.
- 49% of children demonstrated readiness in social/emotional development, 44% demonstrated readiness in language and literacy development, and 30% demonstrated math.
- What did we learn from the KIDS information:
  - KIDS provides a measure of seamless development upon entering kindergarten. Children enter kindergarten from a wide arrange of early childhood settings.
  - Children's experience prior to kindergarten does not indicate future school performance.
  - KIDS entailed teachers using a new observation tool and entering data into a new platform.
- KIDS was aligned with state learning standards and Common Core standards.
- KIDS is an observational assessment designed to be administered three times a year (fall, winter and spring) so one can track progress. Designed with play based curriculum.
- If Steering members are interested, Joyce Weiner at The Ounce has talking points regarding KIDS information. Will help to have data and talking points when discussing KIDS at other meetings or advocating.

- Governor's Office of Early Childhood Development
  - Jamilah R. Jor'dan provided a handout on activities for the Governor's Office. (Attachment #2)
- Illinois Department of Human Services
  - Working with Gateways to track provider completion of federally required trainings. Once finished will be able to determine the completion rate of the providers and DHS will provide letters to the providers regarding their category: truly qualified (have met all the requirements set by the federal government), provisionally qualified (allows provider to complete trainings by December 31st), and not in compliance.
  - As of September 19th a number providers still needing to complete trainings/not registered in the Gateways Registry.
  - Working with CCR&Rs to providing training options for providers.
  - Joellyn Whitehead shared charts regarding progress towards completion of training to be provisionally qualified:
    - 74%Licensed Family Child Care homes are qualified.
    - 37% of Licensed-Exempt Family Child Care are qualified. 30% of this group has not registered with the Gateways Registry.
    - 62% of Licensed Child Care Centers are qualified.
    - 28% of Licensed-Exempt Child Care Centers are qualified.
- Illinois Head Start Association
  - The U.S. Department of Health and Human Services has a budget for FY19.
  - Proposed rule changes around monitoring systems at Head Start.
  - Funding applications are anticipated soon for Early Head Start Expansion and Early Head Start Child Care Partnership. This is FY18 money, the grants have to be out by March 31, 2019.
  - Work going on in Illinois to submit the PDG grant for systems building.
  - Working with the Lume Institute in St. Louis regarding staff fatigue.
- ILAECTE
  - Primary focus of ILAECTE is community for faculty to share information and to leverage their voice on topics of interest to the group and field.
  - Holding fall meeting on November 2, 2019.
- ACCESS
  - Meeting on October 26, 2018.
  - Looking at how to be response to the low enrollment at community colleges.
    - How are colleges navigating the Early College push and what is expected of regional college accreditors.
  - Joni shared the ECE Credentials Level 1 in high schools map.

- Ongoing conversations regarding Dual Credit/Dual Enrollment and the Level 2. Partnership between City Colleges and the City of Chicago is focused on the Level 2.

- Illinois Articulation Initiative (IAI)
  - The Committee met last week.
  - IAI has the capacity to have four courses approved, of which the new ESL/Bilingual looks like it could become the fourth course to be approved. Recently found out that you can have concentrations under the approved courses which can open up more courses to be approved.
- Chicago Workforce Project Connected to Preschool for All Expansion
  - Chicago is rolling out universal pre-school for 4-year olds over the next 3 years. Anticipating serving an additional 9,000 children, and will need an additional 1,500 teachers for the programs.
  - City of Chicago has invested 2 million dollars this year in scholarships for individuals. First area of priority was for those at City Colleges working on Associate degrees/credentials and those who had a bachelor's degree and were pursuing a Professional Educators License through an alternative certification program at University of Illinois at Chicago. Currently 28 students are Teacher Licensure Candidates at UIC, while City Colleges has 78 students working on various degrees.
  - Next year will expand for those who have Associate degrees to move to Bachelor degrees. Looking for an institution to partner with next year. Expecting another 2 million for the 2019 budget to continue the work. Scholarships are for people who live and/or work in Chicago.

Gateways ESL/Bilingual Credential Kickoff

- The ESL/Bilingual Credential is part of several PDAC committees' Strategic Plan goals/objectives.
- Comes from recommendations from the Latino Policy Forum and The Ounce of Prevention.
- Using funds from the McCormick Foundation to develop the ESL/Bilingual Credential as IDHS supports the sustainability of the Credentials.
- Already in place in Illinois standards and structures for the credentials from the Illinois State Board of Education

INCCRRA & IBHE: State Progress in Competency Movement

- One year planning grant from the McCormick Foundation to restructure credentials to competencies to improve teacher preparation.
- By the end of December will have an operational and a strategic plan completed.
- Three key areas: Technology, Professional Development System and Higher Education.
  - Have been looking at research on the use of simulation software for teacher practice. Current pilot underway with Illinois Action for Children. Have seen improvement in teacher prep candidates who use the simulation. Possible thought of buying software for higher education institutions and trainers.
  - Less than 10% of state trainings qualify for Gateways Credentials. Would like to incentive our professional development system to design trainings that would qualify for Gateways Credentials.
  - Would like to bring faculty from around the state to look at credentials and the assessments and come to an agreement in terms of expanding or tweaking the tool box. Could help with the assessment of Prior Learning. Need to think of educating Deans and Registrars about credentials and competencies through webinars or meetings. This work could be done through a series of grants to higher education institutions similar to the EPPI grant model.

Qualification and Credentials Committee brought forward a recommendation from the PDAC Ad Hoc School Age Youth and Youth Development Committee (Attachment #2)

- **RECOMMENDATION:** The School-Age and Youth Development Credential Committee recommends the attached consolidated SAYD Credential Levels 2-5 competencies.
  - **RATIONALE:** The original Gateways School-Age and Youth Development Credential consisted of 112 competencies across nine content areas. This extremely high number of competencies makes it difficult to obtain a competency-based SAYD Credential. The 112 competencies for the SAYD Credential were 50% more competencies than the ECE Credential and 64% more than the Family Specialist Credential. The SAYD

Committee reviewed and consolidated the 112 SAYD Credential competencies into 67 competencies across eight content areas which were independently evaluated by a faculty consultant. With the shift to competencies and the alignment of the SAYD Credential to the Illinois Director Credential, the content area of Program and Agency Governance and Function (PAGF) was eliminated. The PAGF content area was specific to the administration of a school-age and youth program and therefore is no longer needed.

- The Recommendation was approved.

Qualification and Credentials brought forward a recommendation (Attachment #3):

- **RECOMMENDATION:** The Qualifications & Credentials (QC) Committee recommends piloting Relationship Based Professional Development model(s) in order to learn more about potential RBPD pathways and processes.
  For purposes of the pilot, RBPD is defined as:
  Relationship Based Professional Development (RBPD) uses professional relationships established through formalized agreements, as a primary method to support professional growth and development for adult learners. RBPD implements a reflective cycle of inquiry using an evidence-based adult learning process of goal-setting, observation, assessment, action planning, reflection, and feedback to improve practice.
  - **RATIONALE:** Relationship Based Professional Development (RBPD) is a validated model of supporting professional growth and development for adult learners. Within a range of Illinois early childhood settings, RBPD is currently being utilized in communities of practice and to support continuous quality improvement (CQI). Several states are in the process of establishing parameters for utilization of RBPD in a variety of ways: e.g. supporting individual advancement on the Career Lattice; counting toward mandated annual training hours as required by licensing, etc. Illinois has the necessary infrastructure required to implement an RBPD pilot. The pilot would inform guidance and parameters for potential future recommendations related to use of RBPD in state policies.
    - The Recommendation was approved.

Transforming the Financing of Early Care and Education

- Dates for the webinars will be announced as soon as speakers are confirmed. Currently, securing speakers for the webinars. Theresa Hawley is scheduled for one of the webinars. Notices will be sent to PDAC Steering members to attend the webinars.

PDAC Strategic Plan Phase VIII

- **Status of IDHS Signed Recommendations**
  - Reminder that a few workforce recommendations regarding Gateways Credentials in licensing were given to DCFS for signature. Those are currently under review.
  - Have a handful of recommendations that are pending. INCCRRA staff working with Olga Torres to have Nakisha Hobbs review for signature.
- **Reminder: funded support**
  - Using IDHS funds to convene PDAC meetings in FY19. In the past we were able to use private funding to supplement IDHS. In FY19 not be able to provide travel funds for the majority of the meetings. Telenets and webinars will be used to supplement the reduction in face to face meetings.

NAEYC Power to the Profession: Implications for PDAC

- PDAC is mindful of the work of NAEYC and the impact on Illinois.
- Alignment does not include Health, Safety and Wellbeing.
- Small group to draft a letter as a position statement before the November 16th deadline.

Draft Agenda of the PDAC Annual Meeting

- The Annual Meeting will be held at Eastland Suites in Bloomington, IL on November 16th. Registration is open until November 9th.
- The draft agenda was reviewed with an update that City Colleges and National Louis University will present.

- Currently scheduling 3 to 4 presentations as follow-up to the Innovation Showcase at the Higher Education Forum.

60 second Committee Updates/Reports

- Higher Education: Tri- Chairs held a pre-planning meeting, and will hold their first telenet on November 2nd. Chairs have prioritized goals for FY 19.
- Workforce Development and Pathways: Tri- chairs held a pre-planning meeting and will hold first telenet on October 29th. Reviewed the strategic plan and outlined priorities for the committee.
- Qualifications and Credentials: The Committee held their face-to-face meeting on October 11th and drafted the Relationship Based Professional Development recommendation.
- Information and Trends: Committee is reviewing calendars for a date to meeting before the end of the calendar year.
- Financial Supports: The Committee held a telenet earlier on October 16th. The goal for the committee is to work toward submitting recommendations on their findings.

Adjourn

Attachment 2

GATEWAYS TO OPPORTUNITY®
Illinois Professional Development System

Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: June 19, 2018

COMMITTEE MAKING RECOMMENDATION: PDAC Ad-hoc School-Age and Youth Development (SAYD) Credential Committee

RECOMMENDATION: The School-Age and Youth Development Credential Committee recommends the attached consolidated SAYD Credential Levels 2-5 competencies.

RATIONALE: The original Gateways School-Age and Youth Development Credential consisted of 112 competencies across nine content areas. This extremely high number of competencies makes it difficult to obtain a competency-based SAYD Credential. The 112 competencies for the SAYD Credential were 50% more competencies than the ECE Credential and 64% more than the Family Specialist Credential. The SAYD Committee reviewed and consolidated the 112 SAYD Credential competencies into 67 competencies across eight content areas which were independently evaluated by a faculty consultant. With the shift to competencies and the alignment of the SAYD Credential to the Illinois Director Credential, the content area of Program and Agency Governance and Function (PAGF) was eliminated. The PAGF content area was specific to the administration of a school-age and youth program and therefore is no longer needed.

DISPOSITION:
PDAC Ad-hoc School-Age and Youth Development Credential Committee
Approved: X **Date:** June 19, 2018
Disapproved: **Date:**

DISPOSITION:
PDAC Qualifications and Credentials Committee
Approved: X **Date:** September 13, 2018
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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IDHS Illinois Department of Human Services

Attachment 3

GATEWAYS TO OPPORTUNITY®
Illinois Professional Development System

Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: October 11, 2018

COMMITTEE MAKING RECOMMENDATION: Qualifications & Credentials (QC) Committee

RECOMMENDATION: The Qualifications & Credentials (QC) Committee recommends piloting Relationship Based Professional Development model(s) in order to learn more about potential RBPD pathways and processes.

For purposes of the pilot, RBPD is defined as:
Relationship Based Professional Development (RBPD) uses professional relationships established through formalized agreements, as a primary method to support professional growth and development for adult learners. RBPD implements a reflective cycle of inquiry using an evidence-based adult learning process of goal-setting, observation, assessment, action planning, reflection, and feedback to improve practice.

RATIONALE:
Relationship Based Professional Development (RBPD) is a validated model of supporting professional growth and development for adult learners. Within a range of Illinois early childhood settings, RBPD is currently being utilized in communities of practice and to support continuous quality improvement (CQI). Several states are in the process of establishing parameters for utilization of RBPD in a variety of ways: e.g. supporting individual advancement on the Career Lattice; counting toward mandated annual training hours as required by licensing, etc. Illinois has the necessary infrastructure required to implement an RBPD pilot. The pilot would inform guidance and parameters for potential future recommendations related to use of RBPD in state policies.

DISPOSITION:
PDAC Qualifications and Credentials Committee
Approved: **X** **Date: 10/11/2018**
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:**

inccrra

IDHS Illinois Department of Human Services