



**Professional Development Advisory Council
Steering Committee
August 4, 2021
Zoom Meeting Minutes**

Bela Mote	Joni Scritchlow	Marsha Hawley
Beth Knight	Julie Lindstrom	Olga Torres
Carie Bires	Kate Connor	Rebecca Livengood
Christi Chadwick	Laurie Rhodes	Sinthu Ramalingam
Elva DeLuna	Lori Orr	Stephanie Bernoteit
Gail Nelson	Marcy Mendenhall	Teri Talan
Johnna Darragh Ernst		

PDAC Steering Welcome

- Marsha Hawley, Stephanie Bernoteit and Johnna Darragh Ernst welcomed members to the meeting.

Review and Approval of the minutes

- August 4, 2021 Attachment A
 - Laurie Rhodes moved to accept the minutes with noted changes to the attendance list.
 - Gail Nelson seconded the motion. Minutes approved.

Regional and Community Systems Infrastructure presentation by Sessy Nyman.

Ready Illinois – Simpler, Better, Fairer – Recommendations of the Illinois Commission on Equitable Early Childhood Education and Care Funding

- Established Illinois' Early Childhood Transformation Team
- Prioritized the Commission's recommendation to transform the early childhood system through a racial equity lens
- Established a regional and community systems infrastructure to inform how we fund ECE services and supports
- Leveraging federal COVID relief funds as possible to expand supports to the child care workforce through Child Care Restoration Grants

Feedback Loop Local informing regional and statewide policies and practices:

- 40-70 Community Collaborations – Matching grants for specific functions, like coordinated recruitment/re-enrollment and family outreach and engagement
- 38 Regional Planning Councils – Family Council Regional Planning and Coordination Council
- State Level Public – Private Partnership

What is the focus of the state team?

- Support the regional and local levels, serving as statewide backbone for this work

- Ensure alignment with the state’s priorities
- Partner with CS3 for training and technical assistance

State Team Structure

- Housed as a stand-alone unit within the larger structure of INCCRRA
- Includes State Director for Regional and Community Systems Infrastructure
- 39 Regional directions report to state director

What will the Regional level do?

- Focus on planning for needed services
- Coordinate supports for providers
- Ensure engagement of civic leadership around early childhood issues

What is the role of local collaborations?

- Engage with families and understand their needs and preferences
- Build out and facilitate “no wrong door” approaches to ensuring families are connected to the services they need
- Build connections among all types of service providers that work with families
- Will begin hiring of the State Director in August/September

Early Childhood Higher Education Consortium and Navigators Overview – Stephanie Bernoteit

- The Early Childhood Access Consortium for Equity Act – Public Art 102-0174
 - The Board of Higher Education and the Illinois Community College Board shall create and establish the Early Childhood Access Consortium for Equity.
- Enrollment and completion in higher education programs increasing, but below 2014.
- The Transformation Idea: use \$200 million in one-time federal funds to dramatically increase credentials of incumbent early childhood workforce and change how higher education delivers degrees.
 - Nearly 28,000 current teachers and assistant teachers in childcare setting need to upskill.
 - 8,000 need a bachelor’s degree
 - 20,000 need a an associate’s degree
- Create a statewide consortium of higher education institutions to meet this workforce need – instead of individual institutions working alone, the consortium is a structure to work together, to bring faculty expertise to areas where it may not currently exist, and to create seamless paths across institutions for students to earn their degrees.
- Federal early childhood funding will skill and estimated 20% or 5,600 of these needing a degree by 2024.
- After the federal funding is gone, Illinois will have in place a sustainable consortium that will continue the work.
- Even as the consortium is being finalized, institutions will expand the number of students enrolled, using federal resources.
- All public universities and community colleges with early childhood programs will be required (by statute) to participate. Private institutions will be encouraged to participate.
- Each member of the consortium will sign-on to a set of agreements designed to ensure smooth, high-quality, seamless pathways for students.
- Students will be able to take coursework at multiple consortium institutions so that it is available when and where they need it.

- Students' degrees from community colleges will be transferred in their entirety to a participating four-year institution.
- Navigators will provide personalized recruitment and assistance to students in the application and financial aid processes. Existing regional/community infrastructure will house the navigators. Navigators would hand off students to program coaches to make sure students have personal connection.
- Program coaches and mentors at institutions will provide support to students to persist and complete their studies.
- Costs of attendance will be covered through a combination on grants and a new scholarship program. This would cover tuition, fees and living expenses.
- Student teach the cost of attendance covered will increase to replace income list if the student must take a leave of absence from work.
- Work in Process
 - Within 60 days of HB2878 being signed into law IBHE and ICCB:
 - Will convene the higher education strategic plan work group to agree upon goals for enrollment and persistence or completion
 - Convene the public institutions in the consortium
 - Establish the scholarship via the Illinois Student Assistance Commission
 - Launch the navigators
 - Complete administrative agreements

Illinois Department of Human Services – Olga Torres

- Effective July 1st there was an increase in the reimbursement rate payment to providers.
- The attendance rule has gone from 80% to 70% attendance for full payment to the provider.

Childcare Restoration Grants – Rebecca Livengood

- During 2020 - 4,993 licensed child care programs received a Child Care Restoration Grant award.
 - 2,029 Child care centers were awarded a grant.
 - 2,427 Family child care homes were awarded a grant.
 - 537 Family group child care homes were awarded a grant.
- \$290,036,675 in grant funds were awarded in 2020.
- In 2021 in round one (January, February and March) 5,483 programs have received 138.4 million in funding.
- In 2021 in round two (April, May and June) 3,089 programs have received 97.8 million in funding, currently 1,200 in process.
- Round three will cover from July through September with grants being paid at 60% of the currently monthly grant award, and round four will cover October through December with 40% of the currently monthly grant award.
- Will be encouraging centers to make sure their staff have current information in the Gateways Registry and update the Director's Portal.

Preschool Development Grant Birth to Five – Joni Scritchlow

- Infant/Early Childhood Mental Health Consultation
 - Professional development targeted to consultants will expand to include program/guides. Work on statewide consultant database expansion.

- Home Visitors
 - Will expand the Gateways Registry to better collect data on the home visitor workforce.
- Gateways Registry
 - Work underway with Illinois Department of Children and Family Services to allow the Registry to have a record of an individual’s qualifications (per DCFS licensing representative).
- Gateways ECE Credential to Level 5 to PEL Bridge
 - Four-year institutions offering PEL with early childhood endorsements invited to identify gaps in education content when comparing the competencies embedded in the gateways ECE Credential Level 5 and the state’s new Professional Educator Competencies.
 - Once the gap is identified, a bridge of competencies will be created to support workforce licensure. Consultants guiding this work are Dr. Nancy Latham and Dr. Kira Hamman.
- Gateways ECE Credential Competency Pilot
 - The five institutions that designed the competency modules in 2020 are now in pilot phase, these institutions include National Louis, Illinois state University, Northern Illinois University, Moraine Valley Community College and Heartland Community College.
- Gateways Credential and Renewals
 - The credential and renewal application fees are waived, other than SAYD.
- Prior Learning Assessment
 - Goal is to increase degree access and affordability for the incumbent ECE workforce by crediting their extant knowledge and skills
 - Use ECE faculty expertise and technology to create prior learning assessment of Level 2 competencies.
 - Map the landscape of PLA practices, policies, and rules to examine areas of success, gaps commonalities and inconsistencies.
 - Faculty are developing workplace scenarios for Level 2, stakeholders testing the tools and will hold a statewide showcase at the conclusion of the project.

Jamboard Connection to Strategic Plan – Brainstorming Opportunity:

Steering board sticky notes

- \$200 million to EC workforce in Illinois will impact PD across the board – and PDAC and all committees
- The Governor’s Transformation Team – as it moves forward will need to be intentional about how that intersects with PDAC – PDAC Steering
- Building formal local collaborations around the state will be able to provide a way for all our PDAC members to stay connected no matter where they live
- Intentionality coordinating the Transformation Team with PDAC, and ensuring workforce is properly represented through the systems
- Need defined qualifications for navigators
- How can we serve as the “in between” space of all this work to assure clear communication and collaborative efforts
- Keep DEI work front and center
- Would be great to keep connected to the Consortium work. How can PDAC learn from the work that was referenced around scholarships and navigators and mentors?

- All committees: timeline of the \$200 million (expended by 2024) with stated expectations of outcomes – impacts workforce development and pathways, higher ed, QC etc. virtually all committees will be impacted by the amount of funding and timeline.

Workforce Development and Pathways board sticky notes

- PLA impact and system connectors including PD partners
- Review data and other information to insure new funded/efforts to not diminish but expand diversity of our workforce
- PLA impact on workforce – meets workforce and employers needs how best to support utilization at IHE's
- Mindful of regional and CSD growth process and community connectors particularly WF development and connectors to gaps/needs within PDAC plans
- HB2878
- Is providing additional scholarship dollars enough to encourage practitioners to increase education if there is not currently a guarantee of increased compensation

Qualifications and Credentials board sticky notes

- What will \$200 million spent on workforce advancement of credentials/degrees mean for QC Committee?
- How do we maintain advocacy focus on quality and qualifications at same time as access and equity?
- How can we find financial assistance for the SA credential fee? Have we seen a reduction in the applications and or renewals?
- Recruitment with high schools to increase pipeline

Higher Education board sticky notes

- HB2878
- What are plans for competency modularization for other credentials? What about the credentials that build on ECE such as TA and IDC and FCC?
- Assuring students are supported and progressing as we hope. How will we track and evaluate effectiveness?
- How will plan to keep this work beyond 2 years?
- PDG B5 projects on-going monitoring and unfolding
- Higher Ed consortia/navigators impacts across continuum of workforce supports/development including 2/4/PD partners and alignment with steering and various committees
- We heard about many innovative ways to provide PLA how do we involve more HE institutions
- Higher Ed Institutions may be overwhelmed with workforce returning to school with the supportive funding (\$200M)
- Related connect includes ensuring higher ed institutions have appropriate supports – many supports for learners external to institutions
- Support needed for program quality – including NAEYC accreditation for w and 4 year programs

Financial Supports board sticky notes

- Compensation
- We have to address compensation. What are the levers to make this happen?
- Equitable compensation based on increased competency – we must keep the two together
- Realize the goal of Illinois being the number one in the nation in early care and education by providing competitive compensation
- Research degree insurance for job assurance and compensation
- Dig dep and gather data into diversity, equity, and inclusion with Gateways scholarship and Great Start. What are the barriers for participation that need to be addressed?

- Those completing degrees are well compensated in order to ensure that they remain in the field
- Percentage reduction in attendance for child care to get full payments and lowering the cost of parents co-payments
- Where does the money for community systems work come from?

Adjourn

