

**Professional Development Advisory Council
Steering Committee
March 17, 2021
Zoom Meeting Minutes**

Bela Mote	Julie Lindstrom	Marsha Hawley
Beth Knight	Karen McCarthy	Rebecca Livengood
Carie Bires	Kate Connor	Rebecca Pruitt
Christi Chadwick	Lauri Morrison-Frichtl	Shauna Ejeh
Gail Nelson	Laurie Rhodes	Sinthu Ramalingam
Johnna Darragh Ernst	Lori Orr	Teri Talan
Joni Scritchlow	Marcy Mendenhall	

PDAC Steering Welcome

- Marsha Hawley welcomed Lori Orr to PDAC Steering as the Governor’s Office of Childhood Development (GOECD) representative on Steering. Jamilah R. Jor’dan was acknowledged for her years of service. Lori will be the main contact for GOECD.

Review and Approval of Minutes

- February 10, 2021 Attachment A
 - Teri Talan moved to accept the minutes.
 - Gail Nelson seconded the motion. Minutes approved.

Financial Supports Recommendation Paid Professional Development Days (Attachment B)

- **RECOMMENDATION: The Child Care Assistance Program (CCAP) provides** up to (4) paid professional development days per fiscal year for Licensed and License-Exempt programs serving CCAP children. The day would include eight hours with a minimum of three hours of Registry-approved training and 3 hours of provider determined training content. 80% (4 out of 5) of staff must attend. All Registry and provider determined training is required to be recorded in the Gateways Registry for auditing purposes.
 - **RATIONALE:** Professional development is crucial for employees of early care and education and out of school time licensed programs to learn best practices, implement new learning strategies, and stay in compliance on annual training hours. Closing programs for up to 4 days per year ensures that programs have opportunities to train and learn while children are not present. This learning strategy would offer programs a comprehensive and deliberate training schedule to collaborate with CCR&R or other training entities to enrich and deepen their professional development time. Training would be tracked using the Registry.

IDHS is paying for all children currently attending. If 4 of these days per fiscal year were paid while children did not attend there will be no additional cost to IDHS. There may be costs to parents to find alternative care during these 4 professional development days. We would encourage programs to build their training calendar a year in advance allowing parents to make schedule adjustments.

This policy was piloted successfully in SDA 16 as part of the Innovation Zone work from Race to Top. This would require a change to CCR&R & Illinois Trainers Network (ITN) training policies to allow CCR&R and ITN to train at one center location without opening the training up to the public.

The Committee realizes that a process for implementing and tracking this policy will need to be considered by IDHS CCAP management team. The Committee discussed this but agreed that it was not the work of the committee to determine the internal process.

- The Recommendation was approved.

Financial Supports Recommendation (Attachment C)

- **RECOMMENDATION:** The Financial Supports committee recommends that the Gateways Scholarship Program begin using a revised wage eligibility scale as follows. This scale uses a dollar amount above the State of Illinois minimum wage.

Gateways Scholarship Program Wage Eligibility Scale								
Current	% of tuition GSP would pay	Applicant responsibility to college or university	Hourly wage	Gross yearly wage working full time	Recommended	% of tuition GSP would pay	Applicant responsibility to college or university	Hourly Wage
	100%	0%	up to \$12.50	up to \$26,020		100%	0%	up to \$4.25 over Illinois State minimum wage
90%	10%	\$12.51 - \$15.00	\$26,021 - \$31,220	90%	10%	\$4.26 to \$7.00 over Illinois State minimum wage		
80%	20%	\$15.01 - \$18.00	\$31,221 - \$37,459	80%	20%	\$7.01 to \$10.00 over Illinois State minimum wage		
70%	30%	\$18.01 - \$21.00	\$37,460 - \$43,699	70%	30%	\$10.01 to \$13.00 over Illinois State minimum wage		
60%	40%	\$21.01 - \$24.00	\$43,700 - \$49,920	60%	40%	\$13.01 to \$16.00 over Illinois State minimum wage		

- **RATIONALE:** As the Illinois minimum wage began increasing January 2020, and will reach \$15/hour in 2025, the current Gateways Scholarship Program wage scale will need to be updated as a result. A decision on updating the current scale will need to be made by the end of 2022, as minimum wage goes to \$13/hour, which is higher than the lowest income on the current Scholarship scale.

This recommendation is cost neutral as a designated funding amount is allotted each fiscal year for scholarship. However, this may increase the number of participants eligible, and could therefore potentially decrease the total number of scholarships awarded in a year.

The Financial Supports committee will be tracking and reviewing the first year of implementation to ensure the ability to identify and address unintended consequences.

- The recommendation passed.

Shared Infographs

- Shauna Egeh, Tri-Chair of the Workforce Development and Pathway committee shared two infograph that the committee developed. These documents will be distributed throughout the state to assist with recruitment and information sharing.
- Follow Your Passion – Attachment D

- The Pathway to Your Career – Attachment E

Journal of the American Academy of Child & Adolescent Psychiatry

- Lauri Morrison Frichtl shared the most recent issue of the JAACAP which has a focus on the COVID 19 Pandemic. This included an article on supporting the well-being of Head Start Employees during the pandemic and the impact overall to the early childhood workforce.

Change to PDAC Committees

- The Information and Trends Committee has merged into the Workforce Development and Pathways Committee. All Information and Trends Committee members have been asked to continue their participation and join the Workforce Development and Pathways Committee. Laurie Morrison Frichtl, Shauna Egeh and Christi Chadwick are the Tri-Chairs.

PDAC Strategic Plan IX

- The goals and objectives for each committee were shared with the Steering members before committee chairs entered breakout sessions for additional revisions to their plans.
- Members were asked to review using the lens of the PDAC Mission, Vision and Values. In addition, members should continue to look for areas of redundancy and/or collaboration as plans are shared.
 - Steering Strategic Plan
 - Goals 1 and 2 along with their objectives were reviewed with Steering. Goals 3 and 4 will need to have objectives written before the document is shared at the next Steering meeting in May.
- Reminder of the Strategic Plan Timeline
 - Committees will use the next six weeks to revise their goals and objectives with a vote to move them to Steering Committee. The draft goals and objectives will be presented to the Steering Committee on May 19th for a vote, and then will go to the full PDAC on June 2nd for a final vote. The plan is shared with the Illinois Department of Human Services for potential implementation on July 1, 2021.

Key highlights from the breakout sessions for each committee:

- The equity goal is specifically placed in the Steering Committee’s plan. Committees will include it as appropriate in their plans.
- The higher education committee felt that recruitment and compensation does not fit into their plan, but wanted to make sure that another committee is placing this in their plan. Financial Supports let Steering members has incorporated into their plan.
- Financial Supports:
 - The chairs and committee have used the diversity, equity, and inclusion lens in the plan they have developed.
 - Looking at financial supports around credentials, entitled entities, and CDAs.
 - Incentivize (potential bonuses) workforce to complete degrees or attain/increase credentials.
- Higher Education:
 - Used time to include goals/objectives regarding NAEYC accreditation for two- and four- year institutions how those efforts can be supported, and the alignment of NAEYC and Gateways competencies.
 - Discussion on what could be levers for Prior Learning Assessments (PLA).
 - Also included strengthening communication and involvement of the Illinois State Board of Education (ISBE) with the committee.
- Workforce Development and Pathways:

- Spent time honing and clarifying goals.
- The chairs refined the job embedded coaching section to be more cohesive and structured within Goal 1.
- The committee would also like to work with the Higher Education Committee on PLA as there is cross-over work that both committees could share.
- Also added an objective regarding friend, family and neighbor provider outreach.
- Added a goal to create feedback loops to share with and hear back from the workforce.
- Qualifications and Credentials
 - Used time to review the goals and objectives and where needed revised and clarified them, especially regarding clarifying the language used.
 - Added an objective to expand the utilization of Relationship Based Professional Development (RBPD).
 - Added an objective regarding data collection focused on current and emerging demographics.

Recap, Questions, Next Steps

- Governor's Workforce Funding Commission
 - Funding Commission committees have finished meeting.
 - Draft recommendations will be given to the Governor this week.
 - The administration has been working on implementation pieces internally, but not yet willing to share publicly.
 - One of the pieces that is moving forward has to do with local hubs (infrastructure) to help support the centralization process the work of early childhood.
 - Theresa Hawley is presenting on 3.18.2021 at the Early Learning Community Systems Development Sub-committee meeting where she will review the framework. Potential for alignment with the regional offices of education. Goal is to support local infrastructure and local community collaboration. Would like to have regional advisory groups and parent input.
 - Potential for the Early Learning Council to be the advisory board for the implementation process and activities. Need to make sure the Early Learning Council shows greater representation from all stakeholders with transparency and a feedback loop.
 - Another topic is sustainability of funding. What happens to the long-term expectations when the federal money goes away?
 - The administration approached the Early Learning Council's Integration and Alignment Committee about developing models that would work for blended funding (on the state level - block grant and CBDG funding) have hired BUILD consultants to pull together stakeholders from various agencies to get input and identify challenges. Could have recommendations around ratios and blending and braiding.
- Child Care Restoration Grant (CCRG) Funds
 - 2021 grants kicked-off the week of March 15th.
 - Webinars are being held this week for licensed centers, licensed homes, and licensed exempt centers. Webinars in Spanish will also be available.
 - Those who received funding in 2020 are able to log-in into their director portal and opt in, programs who did not receive funding in 2020 need to apply.
- Other

Adjourn



Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: December 16, 2020

COMMITTEE MAKING RECOMMENDATION: PDAC Financial Supports Paid Professional Development Days

RECOMMENDATION: The Child Care Assistance Program (CCAP) provides up to (4) paid professional development days per fiscal year for Licensed and License-Exempt programs serving CCAP children. The day would include eight hours with a minimum of three hours of Registry-approved training and 3 hours of provider determined training content. 80% (4 out of 5) of staff must attend. All Registry and provider determined training is required to be recorded in the Gateways Registry for auditing purposes.

RATIONALE: Professional development is crucial for employees of early care and education and out of school time licensed programs to learn best practices, implement new learning strategies, and stay in compliance on annual training hours. Closing programs for up to 4 days per year ensures that programs have opportunities to train and learn while children are not present. This learning strategy would offer programs a comprehensive and deliberate training schedule to collaborate with CCR&R or other training entities to enrich and deepen their professional development time. Training would be tracked using the Registry.

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The Committee realizes that a process for implementing and tracking this policy will need to be considered by IDHS CCAP management team. The Committee discussed this but agreed that it was not the work of the committee to determine the internal process.

DISPOSITION:

PDAC Financial Supports Committee

Approved: X Date: 12/16/21

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:



Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: February 23, 2021

COMMITTEE MAKING RECOMMENDATION: Financial Supports

RECOMMENDATION: The Financial Supports committee recommends that the Gateways Scholarship Program begin using a revised wage eligibility scale as follows. This scale uses a dollar amount above the State of Illinois minimum wage.

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The Financial Supports committee will be tracking and reviewing the first year of implementation to ensure the ability to identify and address unintended consequences.



Attachment

DISPOSITION:

PDAC Financial Supports Committee

Approved: X Date: 2/23/21

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:



FACTS ABOUT THE EARLY CHILDHOOD CARE AND EDUCATION WORKFORCE IN ILLINOIS – NOVEMBER 2020

Follow Your Passion – Impact the Lives of Children

Early Childhood Care and Education is on the Cutting Edge with Career Opportunities

Early Childhood teachers play a critical role in preparing children to be successful in school. Early school success equate to more positive life trajectory.

↑ 10% anticipated growth in Early Childhood careers¹

The ECE Field Offers Many Opportunities:

- Distinct career pathways with varied salaries are available
- The Gateways to Opportunity Credential system professionalizes the ECE field
- Early Childhood is receiving state and national attention
- Early Childhood has a wide range of supports including scholarships, Professional Development Advisors, wage supports tied to a Career Lattice, Credentials to recognize your educational attainment, and more!

Variety of Promising Career Opportunities are Available to:

- Directly working with children through teaching (e.g., early childhood public schools, private schools, child care centers, Head Start, etc.)
- Supporting those who work directly with children (e.g., curriculum development, policy advocates and lobbyists, coaches/mentors, licensing representatives, administrators, curriculum development, policy advocates and lobbyists, coaches/mentors, licensing representatives, professional development including faculty and trainers ect.)



3 Facts About Early Childhood Education and Care Careers

1. Significant federal and state focus and funding is being directed to Early Childhood Education and Child Development.
2. The nation is facing a critical need for well-prepared Early Childhood teachers.
3. New research in science and brain development shows that how you engage with a child through the first five years shapes that child's ability to be successful in life.



¹Gateways Registry Members & US OHHHS Targeting Early Childhood and School Age Workforce Investments.



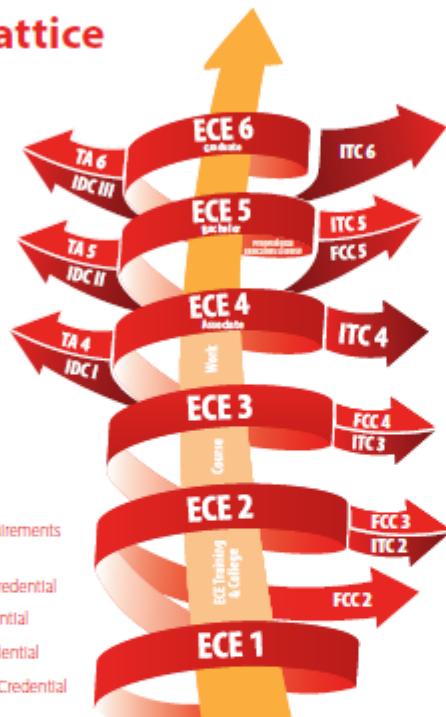
1226 Towanda Plaza | Bloomington, Illinois 61701 | (866) 697-8278 | www.ilgateways.com

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FACTS ABOUT THE EARLY CHILDHOOD CARE AND EDUCATION WORKFORCE IN ILLINOIS – AUGUST 2020

The Pathway to Your Career

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



3 Facts About the Pathway Tools in Illinois:

1. Illinois leads the nation in completion rates among community college students who transfer to four-year institutions.
2. Early childhood knowledge supports specializations and a range of career opportunities.
3. Illinois has more than 70 higher education institutions that offer early childhood education programs, including the Gateways ECE Credential.

The ECE Credential is the foundation for these Gateways Credentials.

"Children are not things to be molded, but are people to be unfolded."
 - Jess Lair

The ECE field expects a

↑ 10%

growth in Early Childhood careers¹

Illinois has more than

900,000

children between the age of 0-5 and 41,730 members of the early childhood teaching workforce.

¹ Gateways Registry Members & US OHS Targeting Early Childhood and School Age Workforce Investments.



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