

PDAC Steering Committee

Meeting Minutes

March 2, 2022

Bela Mote	Johnna Darragh	Marcy Mendenhall
Beth Knight	Joni Scritchlow	Marsha Shigeyo Hawley
Carie Bires	Julie Lindstrom	Olga Torres
Elva DeLuna	Kate Connor	Oriana Wilson
Guest Jennifer Kirmes	Lauri Morrison-Frichtl	Rebecca Livengood
Guest Norma Moore	Laurie Rhodes	Shauna Ejeh
Guest Toni Porter	Lori Orr	Sinthu Ramalingam
	Marcus Brown	Stephanie Bernoteit

PDAC Steering Welcome

- Johnna Darragh Ernst, Stephanie Bernoteit and Marsha Hawley welcomed members to the meeting.
- Marcus Brown of Illinois Community College Board (ICCB) and Oriana Wilson from the Illinois State Board of Education (ISBE) were welcomed as new members of the Steering Committee.

Review and approval of the minutes (Attachment A)

- December 1, 2021
 - Marcy Mendenhall moved to accept the minutes.
 - Laurie Rhodes seconded the motion. The minutes were approved.

Qualifications and Credentials Recommendation (Attachment B) – Elva DeLuna and Bela Mote

- **Recommendation: All Gateways to Opportunity Credential applications should be available online to increase workforce access.**
 - **Rational including financial impact/monetary breakdown this recommendation would have if applicable):** Gateways to Opportunity provides a range of resources for early care and education and school-age practitioners. Online applications became available in 2015 for Great START Wage Supplement, Gateways Scholarships, and three of the seven Gateways Credentials. The QC Committee recommends that all Gateways Credential applications be made available online for equitable workforce access and to provide consistency in Gateways application processes.
 - The recommendation was approved by PDAC Steering Committee.

Financial Supports Recommendation (Attachment C) – Laurie Rhodes and Marcy Mendenhall

- **Recommendation: The Financial Supports Committee recommends reimbursing CCAP licensed, and license exempt center and home providers for up to 12 paid holidays.**
 - **Rational:** As Illinois strives to be the best in the nation in early care and education, we have an opportunity to continue to professionalize the field by reimbursing CCAP providers for holidays. At this time if a provider chooses to close for a holiday, they can require private pay parents to pay for the holiday even if closed allowing the program to

pay staff for that holiday. However, if the provider cares for CCAP children they do not get reimbursed from the state for paid holidays. This requires programs to cover the loss of income or perhaps not pay their staff for the time off. This provides an additional reason for quality providers not to accept CCAP children and contributes to an equity issue in our state.

Allowing paid holidays within CCAP is a strategy to recruit and retain a high-quality workforce in licensed and license exempt homes and centers. The state is seeing a decrease in the number of individuals interested in joining the ECEC workforce. Paid holidays are no longer a benefit but an expectation in a highly competitive workforce. The most current Illinois Salary and Staffing Survey of Licensed Child Care Facilities FY 2019, where out of the 9,979 licensed programs, 499 child care centers (response rate = 16.8 percent) and 970 family child care home providers (response rate = 13.9 percent) completed the survey. Of the respondents, 90.7% of centers provided some paid holiday leave for staff and this question was not asked of the home providers. What the state doesn't know is how many paid holidays were offered. In previous surveys the number of paid holidays was not collected.

This would require a policy change within CCAP policy allowing providers to be paid for days when children are not in care, removing language that a provider must provide services to be paid. This could be done by changing policy, adding a new code to the billing certificate and even possible placing the holiday schedule within CCMS.

This recommendation does come with a cost, we have requested the average daily cost for CCAP care across the state from IDHS to include with the recommendation. We are waiting the final number and will add that to the recommendation once it is received. However, what we don't know today is how many providers continue to stay open on holidays because they can't cover the income loss, concluding that in some cases the state is paying for these days already.

- The recommendation was approved by PDAC Steering Committee.

Information Connected to Work - Agency Reports

- Illinois Board of Higher Education – Stephanie Bernoteit
 - Governor's budget proposal – 5% increase for public institutions - universities and community colleges for operations for the current fiscal year and next fiscal year. The proposal also had an additional \$122 million for MAP funding.
 - House Bill 5464 provisions include:
 - Calls upon public higher education institutions to develop and implement equity plans for how they serve students. They have also requested independent/private institutions to do the same.
 - Gives the Illinois Board of Higher Education the ability to fine predatory post-secondary entities operating in Illinois.
 - The consumer protection provision requires higher education institutions that are closing to release all hold for students.
 - A video was shown regarding the Illinois Postsecondary Profile
 - Th Early Childhood Access Consortium for Equity has a website - <https://www.ecace.org> which includes information on scholarship, member institutions, and FAQ, and meeting minutes.
- Illinois Head Start Association – Lauri Morrison Frichtl

- Issues continue regarding the ability to fill teaching positions including; lead teacher, teacher and teacher assistant and keep rooms open.
- The number of children being served continues to drop.
- Head Start is still requiring masks at the centers.
- Illinois Department of Human Services – Olga Torres
 - The Market Rate Survey Report is coordinated every two years and is part of the requirements of the Childcare Development Block Grant (CCDBG). The report shows information regarding the reimbursement rate for providers.
 - IDHS will share the report with INCCRRA for distribution to PDAC members.
- Illinois Community College Board – Marcus Brown
 - Higher Education Institutions are waiting for the final inter-governmental agreements with IDHS, which will provide the supports to institutions in order to do the work with the Consortium.
 - Students can still apply for and be funded for the 21/22 academic year regarding scholarships.
 - Looking for a date soon so ICCB can release the scholarship application for the 22/23 academic year. Expect for a release date in May or June.
 - ICCB was funded to do a Mursion project around student learning in the early childhood classroom and enhance technology to support learning outcomes. ICCB will continue to support this project for another year.
- Illinois State Board of Education – Oriana Wilson
 - The Visiting International Teachers Program under the Multilingual Department plans to bring to Illinois teachers from Mexico, Morocco, Poland and Spain these teachers will be teaching curriculum in the classroom. Currently looking for districts that need and want these teachers to reach out and let ISBE know they need teachers.
 - Part 25 (Educator Licensure Rule) is now closed for public comment.
 - Part 25 to be presented at the ISBE Board meeting in April, and then to JCAR for a second notice.

Announcements Status PDAC Strategic Plan IX Update

- Committees are moving forward with their plan revisions or are re-working their plans at this time.

Preschool Development Grant Birth through Five (PDG B-5) Education Reimbursement Initiative 2021 Review – Toni Porter

- Overview
 - Third edition of the Grant Award
 - Target Audience: students either currently enrolled or blocked from future enrollment at accredited Illinois higher education institutions
 - Applications opened in February 2021
 - \$80,000 total budget
 - \$600 maximum reimbursement
- Majority of students taking advantage of the program are in their 20s and 30s with 98.6% being female.
- Job Type
 - 43% Teacher

- 23% Assistant teacher
- 11% Family Child Care Provider
- 23% Other
- Recommendations
 - Increase the education reimbursement amount payable per person
 - Allow recipients to apply across program years
 - Cover the cost of books, fees, graduation expenses and official transcripts
- Funding Outcomes
 - \$237,400 – total debt owed by 148 eligible applicants
 - \$1,604 – average per person debt
 - \$600 maximum reimbursement per person
- Comparison to 2020 program
 - Job Type:
 - 2021: 43% teachers, 23% assistant teacher
 - 2020: 45% teacher and 18% assistant teacher
 - Race/Ethnicity:
 - 2021: Caucasian 41%, 27% Hispanic, 26% African American
 - 2020: 37% African American, 35% Caucasian and 23% Hispanic
 - Funding:
 - 2021: \$237,400 total debt to 148 eligible applicants with an average per person debt of \$1,604
 - 2020: \$295,675 total debt owed by 162 eligible applicants with an average per person debt of \$1,825

Adjourn





GATEWAYS TO OPPORTUNITY®
 Illinois Professional Development System

Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: February 15, 2022

COMMITTEE MAKING RECOMMENDATION: PDAC Qualifications and Credentials Committee

RECOMMENDATION: All Gateways to Opportunity Credential applications should be available online to increase workforce access.

RATIONALE including financial impact/monetary breakdown this recommendation would have if applicable): Gateways to Opportunity provides a range of resources for early care and education and school-age practitioners. Online applications became available in 2015 for Great START Wage Supplement, Gateways Scholarships, and three of the seven Gateways Credentials. The QC Committee recommends that all Gateways Credential applications be made available online for equitable workforce access and to provide consistency in Gateways application processes.

DISPOSITION:

PDAC QC Committee

Approved: X Date: 2/15/22
 Disapproved: Date:

DISPOSITION:

PDAC Steering Committee

Approved: Date:
 Disapproved: Date:

DISPOSITION:

PDAC Steering

Approved: Date:
 Disapproved: Date:

DISPOSITION:

IDHS, Office of Early Childhood

Approved: Date:
 Disapproved: Date:





Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: February 22, 2022

COMMITTEE MAKING RECOMMENDATION: Financial Supports

RECOMMENDATION: The Financial Supports Committee recommends reimbursing CCAP licensed, and license exempt center and home providers for up to 12 paid holidays.

RATIONALE: As Illinois strives to be the best in the nation in early care and education, we have an opportunity to continue to professionalize the field by reimbursing CCAP providers for holidays. At this time if a provider chooses to close for a holiday, they can require private pay parents to pay for the holiday even if closed allowing the program to pay staff for that holiday. However, if the provider cares for CCAP children they do not get reimbursed from the state for paid holidays. This requires programs to cover the loss of income or perhaps not pay their staff for the time off. This provides an additional reason for quality providers not to accept CCAP children and contributes to an equity issue in our state.

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DISPOSITION:

PDAC Financial Supports Committee

Approved: X **Date:** 2/22/22

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:**