



GATEWAYS TO OPPORTUNITY

Illinois Professional Development System

PDAC Steering Committee Meeting Minutes May 4, 2022

Bela Mote	Joni Scritchlow	Norma Moore
Beth Knight	Julie Lindstrom	Olga Torres
Carie Bires	Kate Connor	Oriana Wilson
Christi Chadwick	Lauri Morrison-Frichtl	Rebecca Livengood
Elva DeLuna	Laurie Rhodes	Rebecca Pruitt
Gail Nelson	Marcus Brown	Shauna Egeh
Hollie Hoole	Marcy Mendenhall	Sinthu Ramalingam
Joellyn Whitehead	Marsha Shigeyo Hawley	Stephanie Bernoteit
Johnna Darragh Ernst	Mercedes Mondragon	Teri Talan

Welcome and Review of Minutes – Johnna Darragh Ernst, Stephanie Bernoteit and Marsha Hawley

- March 2, 2022
 - Shauna Egeh moved to accept the minutes.
 - Teri Talan seconded the motion. The minutes were approved.

Early Childhood Program and Workforce Trends and the Impact of COVID19 Presentation – Joellyn Whitehead

- Average enrollment in licensed childcare centers:
 - In January 2020 – 80 enrolled
 - In July 2020 – 37 enrolled
 - In June 2021 – 61 enrolled
- Family childcare experienced a similar downturn in enrollment.
- Largest rebound in enrollment numbers is happening in central and southern Illinois.
- Slowest rebound in enrollment numbers is happening in suburban Cook County.
- 43% of licensed centers had at least one classroom closed between October and December 2021 due to low enrollment or lack of qualified staff.
- Lack of qualified staff highest in Southern Illinois.
- Staffing at licensed childcare centers:
 - Programs are reporting they are having trouble hiring.
 - Programs predominately report that it is “somewhat difficult” or “very difficult” to fill vacancies.
 - Centers report it taking more than 4 weeks to fill open positions.
 - The percentage of fluent applicants that get hired at centers has been decreasing across director, teacher, and assistant teachers.
- Trend to Watch:
 - The field is losing more highly degreed teachers and replacing with lower levels:
 - Less than an associate degree – current: 33% - 2017: 27%
 - Associates degree– current: 24% - 2017: 25%

- Bachelor's degree – current: 33% - 2017: 36%
 - Graduate degree – current: 7% - 2017: 7%
- Trend to Watch:
 - There has been an increase in the percentage of the workforce holding Gateways ECE Credentials:
 - Director: 2020: 32.6% - 2015: 5%
 - Teacher: 2020: 32.3% - 2015 4.1%
 - Assistant Teacher: 2020: 27.9% - 2015 1.51%
 - Percent of licensed centers indicating they gave wage increases in 2021 for:
 - Education advancement: 75.7%
 - Credential Attainment: 61.9%
 - Performance: 74.5%
 - Teachers report increased wages with attainment of Gateways ECE Credentials:
 - An ECE Credential with bachelor's degree: \$17.51 per hour
 - Only a bachelor's degree: \$14.09 per hour

Agency Reports

- Illinois Board of Higher Education – Stephanie Bernoteit and Christi Chadwick
 - A link was shared regarding the Higher Education Funding Commission focused on equity: <https://www.ibhe.org/Commission-on-Equitable-Public-University-Funding.html>
 - A series of meetings will be held (dates are listed on the website).
 - Currently reviewing how other states are funding higher education with an equity lens with the goal of preparing a set of recommendations in July of 2023.
 - The Illinois Board of Higher Education in partnership with the Illinois Community College Board continues to advance and work on developing education reforms orientating towards a report that will highlight how public universities and community colleges are scaling their efforts to ensure students are placed in credit-bearing English and math courses as early as possible.
 - The CCR&Rs are hiring more than 30 regional Navigators to serve as connectors between community programs and higher education institutions.
 - At this time 25 Navigators have started in their positions. Orientation and trainings have started for the Navigators along with community visits.
- Illinois Head Start Association – Lauri Morrison Frichtl
 - Office of Head Start announced that any family eligible for SNAP benefits categorically are eligible for Head Start and Early Head Start. This will help to increase enrollment for Head Start and Early Head Start programs throughout the country.
 - Congress passed the FY22 budget with no significant increases in the budget for childcare.
 - A 2% cost of living increase was included in the budget.
- Illinois Department of Human Services – Olga Torres and Hollie Hoole
 - The Illinois Salary and Staffing Survey report and the Market Rate Survey have been posted on the Illinois Department of Human Services website.
 - Update on current pending PDAC recommendations:
 - IDHS is following up with responses to the information provided by the Financial Supports Committee on recommendations.
 - The ESL & Bilingual recommendation was approved by IDHS.
- Illinois Community College Board – Marcus Brown
 - Piloting prior learning assessment with three community college institutions.
 - Currently in the process of updating administrative rules regarding prior learning assessments; including the awarding of credit, and the inclusion of the Child Development Associate (CDA) in rule.

- Grant funding totals for community colleges were released regarding funding for the work associated with the Consortium. Higher Education Institution presidents and consortium contacts have been sent notifications. Shifts in funding were made to focus on the work from the Consortium, with equitably divided with student enrollment in mind.
- Illinois State Board of Education – Norma Moore
 - The special education department has focused on addressing the needs of student residential care.
 - ISBE will soon announce a behavioral assistance training project.
 - Currently securing a vendor for our qualified interpreter training and special education leadership academy.
 - The multilingual and early childhood department has released a new ECEL FAQ document focused on serving English learners in preschool programs and Illinois public schools.
 - In collaboration with teachers in the learning educator effectiveness department, the multilingual department, and the special education department are working on a bilingual education grant and special education grant to combat the teacher shortage.

i-Learning Training Update

- The average number of learners per month on the Gateways i-learning website during the past year is 6,500.
- Over the past year the system has 70,000 active learners.
- Top course on the i-learning site is the Shaken Baby Syndrome with more than 2,450 completions per month.
- New trainings include:
 - (for) Child Care Providers
 - Asthma Management
 - Breastfeeding University
 - Early Science modules
 - SAYD Credential Level 1
 - (for) CCR&R Staff
 - Introduction for CCAP
 - (for) Mental Health Consultants
 - Diversity, Equity, Inclusion and Belonging
- At this time, we are seeing a resumption of some face-to-face training, but there is no expectation that numbers would go back to those pre-COVID.

Committee Work Currently Underway

- Financial Supports
 - Sent revisions and responses to IDHS regarding recent scholarship, paid professional development, and paid holiday recommendations.
- Higher Education
 - Institutions are working on the applications related to the work of The Consortium.
- Steering
 - Will be working on succession planning.
- Qualifications and Credentials
 - Pleased that the recommendation for all credential applications to be placed on the Gateways website was approved at the last meeting as we work to increase access for the workforce.
 - Would like to take the data previously shared at today's meeting to encourage credential attainment and how do we solidify high standards and recognize the need for greater access.
- Workforce Development and Pathways

- Committee is working on definitions regarding job-embedded professional development. Pulling documentation and definitions from multiple national sources to help draft definitions.

Adjourn

