



# GATEWAYS TO OPPORTUNITY

Illinois Professional Development System

## Professional Development Advisory Council's Steering Committee September 2023 Strategic Planning Retreat

**Mission:** To promote, support, and recognize professional preparation and training for all current and future early care and education, school-age, and youth development practitioners.

**Vision:** Illinois early care and education, school-age, and youth development practitioners are well-qualified professionals who educate, nurture, and meet the needs of children and youth in partnership with their families.

**Values:** We believe an effective professional development system is inclusive of practitioners in all settings serving children, youth, and families; service providers and program staff; and educators and trainers.

### Day 1: Thursday, September 21<sup>st</sup> Looking Back – Looking Forward!

**10:00 AM**      **Welcome – From Shauna Ekeh, Senior Vice President of Programs, Illinois Action for Children and Johnna Darragh Ernst, Distinguished Professor, Heartland Community College**

- Housekeeping
- Mission/Vision/Values
- Review of Agenda
- Review and approval of August 2, 2023 minutes

**10:15 AM**      **INTRODUCTIONS: Where we are/what we've built- LOOKING BACK**

**11:15 AM**      **Forward Thinking: Potential Future Impact**

- **World-Wide Landscape**
  - Artificial Intelligence
  - Skill Based-hiring
  - Worldwide Workforce Shortage
  - Diversity Equity Inclusion
  - Other

**Professional Development Advisory Council – Two Decades in Review**

**PDAC as a CONNECTOR/PARTNER**

**12:20 PM**      **LUNCH**

**WORKING LUNCH**

**Federal Initiatives & Landscape**

- U.S. Department of Health and Human Services: Child Care Development Block Grant (CCDBG) and Educator Preparation
  - Key Changes – Hollie Hoole, Manager, Illinois Department of Human Services, DEC
  - Comprehensive Services – Home Visiting/Mental Health
  - Early Head Start/Child Care Partnerships
- U.S. Department of Education: Preschool for All – Carisa Hurley, Director Early Childhood Development, Illinois State Board of Education

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- Competency Movement – Educational System – Stephanie Bernoteit, Executive Deputy Director, Illinois Board of Higher Education
- Teacher Preparation – Stephanie Bernoteit and Johnna Darragh Ernst
  - Apprenticeship

### 10 minute Break

#### STATE Initiatives/Current Landscape

- Illinois Department of Human Services – Hollie Hoole
  - SMART START
  - Home Visiting
- **The Role of PDAC and IDHS** – Hollie Hoole
- Early Childhood Access Consortium for Equity – Illinois Community College Board/Illinois Board of Higher Education – Christi Chadwick, Project Director, Early Childhood Access Consortium for Equity and Marcus Brown, Deputy Director for Academic Affairs & Student Success, Illinois Community College Board
- Illinois State Board of Education – Carisa Hurley
- Resources
  - Start Early -
  - Illinois Action for Children
  - Chicago Early Learning Workforce
  - Birth to Five
- Professional Development Initiatives – Beth Knight, Senior Director of Learning and Development, INCCRRA
  - Training Landscape
  - Gateways ECE Level 1
- Illinois Workforce Data (Previously Shared) – Joellyn Whitehead, Senior Director of Data & Research, INCCRRA
- McCormick Center for Early Childhood Leadership – Teri Talan, Michael W. Louis Chair and Senior Policy Advisor, McCormick Center for Early Childhood Leadership

#### Brainstorm: WHAT ELSE? Impacts on Illinois ECE?

- Politics (local, state, federal)
- Unexpected national initiatives/Grants (e.g, Race to the Top and Preschool Development Grant)
- Succession Planning/People (retirement, job changes, hiring shortages)

#### Break

#### 3:00 PM WHAT HAVE YOU LEARNED? STANDING ACTIVITY

- Share out top 2 things you learned and how relevant to PDAC

#### SUMMARIZE Highlights of what has been shared

#### IDENTIFY: What are Top 5/Next BIG THINGS in Professional Development for PDAC to focus on?

- Five areas of focus

#### BREAK

#### 4:00 PM Succession Planning for PDAC - Open Discussion

- **Activity**
- **Who** will be responsible for implementing this plan?

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- **Who** do we connect with/**what** is the role of a PDAC member (webbing/carry water to and from other committees, etc.)

**What** does Succession Planning look like for PDAC overall? For Committees?

- **How** are we intentionally building leadership among committee members
- **How** are we intentionally engaging with potential new leaders?
- **How** can the current leaders (PDAC Steering) build a pipeline of leadership?

**Summarize**

5:15 PM

**Next Up**

- Details for Friday
- Directions for Dinner

5:20 PM

**THANK YOU & Adjourn**

6:30 PM

**Dinner**

**Day 2: September 22, 2023**

**Breakfast available from 7:45 – 8:45**

8:00 AM

**Breakfast Conversation**

- What excites you most from yesterday?
- What opportunities do you see?

8:30 AM

**Opening – Recap Yesterday’s Work**

- Where we are, where we’ve been, what’s ahead
- Timeline for Strategic Planning

**Collective Brainstorming: PRIORITIES for PDAC Strategic Plan**

**Looking at these Goals – What is the Committee Structure Needed for PDAC to be Successful?**

- What committees are needed for successful realization of the proposed PDAC goals?
- What is the most effective committee structure for PDAC for Strategic Plan X?

10:50 AM

**Break – (check out)**

11:15 AM

**Summarize Discussions**

- **Gain Agreement on Over-Arching Goals for PDAC**
- **Consensus on Committee Structure**
  - Does this “collectively” cover the most important work for the next 3 years?
  - What’s missing?
  - Does this direction/plan move us toward the future we envision?
  - How? Or Why Not?
- **Summarize Committees Needed**
- **What is each Committee’s “Focus”?**

12:00 PM

**Lunch Buffet**

**Discussion Continues (Working Lunch)**

12:45 PM

**Sorting Goals**

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**1:15 PM**

**Refine Goals – draft objectives**

- **Review Goals** – refine goal statements, rough draft objectives to meet goals

**1:45 PM**

**Report Back**

**Next Steps**

- Reiterate timeline for the development of the Strategic Plan X

**Individual - Utilizing Your Time and Talents in the New Year**

- Closing thoughts

**2:35 PM**

**Adjourn**



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