

**PDAC Steering Committee Agenda
March 6, 2024
Meeting Minutes**

Bela Mote	Hollie Hoole	Laurie Rhodes
Beth Knight	Johnna Darragh Ernst	Lynne Burgett
Carisa Hurley Davis	Julie Lindstrom	Marcus Brown
Christi Chadwick	Kate Connor	Marsha Hawley
Gabriel Holmes	Kimberlee Hendricks	Rebecca Livengood
Gail Nelson	Lauri Morrison Frichtl	Rebecca Pruitt
		Shauna Ejeh

Welcome

- The PDAC Tri Chairs welcomed members to the meeting.
- Mission, Vision, and Values of PDAC
 - PDAC leadership feel it is time the mission, vision, and values are reviewed in order to make sure that it aligns with the on-going work of the PDAC Strategic Plan X.
 - Kimberlee Hendricks and Hollie Hoole volunteered to be a part of the review process.
- Marsha Hawley – Senior Director of Innovation and Collaboration
 - Thanked everyone for the welcome and looks forward to working with everyone on Steering.

Review of Minutes

- January 25, 2024
 - Laurie Rhodes moved to accept the minutes.
 - Christi Chadwick seconded the motion.

Reports

- Transition Advisory Committee – Bela Mote
 - Legislative language has moved into two bills. The bills have identical language.
 - Anne Whalen and Bela Mote will give testimony the week of March 11th and will have the opportunity to answer questions.
 - The Transition Advisory Committee (TAC) recently held their third meeting, the next meeting is March 12th. Anne will give an update on the current legislative actions. Meetings are open to the public.
 - TAC is reviewing a definition on racial equity and using resources including the Early Learning Council’s definition.
 - Listening sessions and town halls happen every other month, the next scheduled meeting is March 22nd.
 - State agency leaders have a weekly meeting where the transition is discussed, and input is given before any decisions are final.
- Illinois Department of Human Services (IDHS) – Hollie Hoole
 - FY 25 Proposed Budget Highlights
 - \$122.0M General Revenue Fund (GRF) pick up of American Rescue Plan Act (ARPA) funding to support SMART Start Workforce Grants, Quality Support Contracts and Early Childhood Apprenticeship Program

- \$5.0M SMART Start expansion in Home Visiting Program
 - \$6.0M new funding for Early Intervention program liability growth of 1,800+ net new children
 - \$36.5M GRF proposed to support the Child Care Assistance Program liability
- IDHS – DEC has proposed for the higher education navigator position to remain at the CCR&R
- IDHS and Illinois Board of Higher Education (IBHE) have worked collaboratively on the proposed expansion of the scope of work for the position.
 - Technical Assistance for Child Development Associate (i.e. information sessions, application process and resources).
 - Support incumbent workforce with available funding and professional development opportunities.
 - Work with INCCRRA’s Professional Development Advisor to support the workforce.
- Child Care Development Block Grant (CCDBG) State Plan Update
 - What remains the same within the grant:
 - Three-year funding cycle
 - On-site validation will cover subset of Plan provisions to validate compliance
 - Annual reports as the primary way to assess quality initiatives and expenditures
 - OCC Regional Office and National TA Centers will support Lead Agencies’ Plan submissions
 - What is Different:
 - Reorganized to emphasize and organize policy themes
 - More self-certification
 - Focus on policy action rather than policy process
 - Shorter timeframe between plan and on-site validation
- On-Site Validation
 - Better alignment within implementation and oversight
 - Confirms implementation of some policies approved in the plan
 - Condensed timeline
 - Narrower and data-based scope of topics
 - Timely issuance of compliance decisions and feedback
- FY 25-27 Triennial Cycle:
 - July 1, 2024: State Plan submitted
 - December 1, 2024: Plan Appendix (Submitted in reposed to issued preliminary notices of non-compliance from the Plan review)
 - Spring 2025-Fall 2026 On-Site Validation and Updated Plan Appendix
- Illinois State Plan Timeline
 - Kick-off with Leads – 2.2.24
 - Drafting of the plan with Leads 2.28.24 – 3.29.24
 - Review, editing, DEC approval 4.1.24 – 4.26.24
 - Public comments (will share with PDAC so members can share as well) 5.1.24 – 5.31.24
 - DEC/DHS review and approval 6.1.24 – 6.14.24
 - Plan to be submitted 6.30.24
- Illinois Early Childhood Apprenticeship Pilot Program
 - Pilot Program Team includes: Michelle Wood and Lori Harrison (IDHS – Early Childhood Division), Toni Porter, Annie Connell, Courtney Kirk (INCCRRA), Karen Yarbrough, Cathy Main, Karee Clarke, and Nikole Powell (U of I Chicago) and Kate Connor (CCC).
 - Currently 30 apprentices at 4 sites with a mentor at each site. Sites include: Carole Robertson Center for Learning, Heartland Community College Child Development Lab, It Takes a Village Family of Schools, and Skip-A-Long Childhood Centers.
 - The program will have a \$2M budget.

- The next advisory council meeting will be on March 25th – meetings are held quarterly.
 - Mentors: Participate in UIC credit bearing course to support development of competencies needed to be a mentor teacher, provide reflective supervision to apprentices, and additional support to the apprentice.
 - Higher Education Institution’s commitment includes: provide academic advising, coordinate between faculty and on-site mentors, and assist in scholarship opportunities.
 - Upcoming Reports that will be released by IDHS in March and April 2024:
 - Illinois Salary and Staffing Survey
 - Market Rate Survey
 - Annual Child Care Report
- Illinois Board of Higher Education – Early Childhood Access Consortium for Equity – Christi Chadwick
 - Scholarship:
 - As of the end of January 2024: 6,200 applications were received, have been awarded over 4,000 scholarships for \$54M.
 - After March 8, 2024, will be pausing on the ECACE Scholarship. Those who apply after March 8th will be placed on a wait list.
 - Report was released in January that reviewed scholarship, outreach work done by institutions and data on job sites what roles those who received scholarship hold in the workforce.
- Illinois State Board of Education – Carisa Hurley Davis
 - In the process of finalizing Pre-School Development Planning Grant - Performance Progress Report. The report is due March 30, 2024.
 - SMART Start Illinois received \$75M for Early Childhood Block Grant programs to expand access. This would include an additional 5,000 seats in FY25. Currently preparing to release an RFP.
 - ISBE offered 10 grant writing workshops between January and February 2024 to support community-based organizations and districts to help with the RFPs.
 - Regional Community System Grant closed on March 5, 2024. Applications that were received will go through the review process.
 - In the process of releasing the PI monitoring RFP.
 - Will release the preschool and 0-3 desert lists.
- Illinois Head Start Association – Lauri Morrison Frichtl
 - Currently do not have an FY 24 budget which is now colliding with FY25. Currently under a continuing resolution budget.
 - The President will release his budget on March 11th.
 - Lauri will share links with Julie regarding a letter from the Office of Early Childhood Development on use of Title I dollars to support early childhood, a document on mixed delivery systems, and an AP article on the Head Start workforce.
- Illinois Community College Board – Marcus Brown
 - Currently working on the second annual report with a target release date of late spring 2024. The report will focus on enrollment persistence rates and completion, outreach and participation of the incumbent workforce. Will have information related to how the work we have done lines up to the goal that were set out at the onset of the project.
 - Proposing revisions to the ECACE Act.
 - Will be updating the appointments related to Governor’s Office of Early Childhood Development (GOECD).
 - Proposing to remove the Advisory meetings from four times a year to two times a year to complement the cycle of Advisory meetings and Consortium meetings.
 - Removing language around regional hubs to focus on state language.
 - Adding formally ECACE scholarship to statute. Illinois Student Assistance Commission (ISAC) will need to write rules for the scholarship as a formal programmatic activity under ISAC.

PDAC Strategic Planning

- Qualifications and Credentials (See attachment A)
 - The goals and objectives presented by the Qualifications and Credentials Committee for the PDAC Strategic Plan X were voted on and approved by PDAC Steering. The goals and objectives will be included in the draft plan that will be voted on by PDAC- At -Large in June.
- Steering
 - Goal 1: Ensure PDAC Steering and all PDAC members have awareness of depth, breadth, history and importance of PDAC's work.
Objectives:
 1. Review existing onboarding process for new PDAC members.
 - a. Identify gaps/areas for expansion.
 2. Develop a more structured onboarding process for new PDAC members.
 3. Capture history of PDAC and incorporate into onboarding.
 - a. Document the work of PDAC.
 4. Review and decide whether to bring back former assigning of mentors to new PDAC members.
 - Goal 2: Ensure PDAC continues to be a strong and productive advisory group to the Illinois Department of Human Services (IDHS) through member leadership development.
Objectives:
 1. Identify and review succession planning protocols used successfully by other groups and councils.
 2. Determine if succession planning protocol should be established for PDAC.
 - Goal 3: Ensure all relevant state agencies and other needed constituencies are represented on PDAC including those participating in standing up the Department of Early Childhood.
Objectives:

Add the following as objective 1: Engage and contribute in the development and transition to the new Department of Early Childhood.

1. Engage with Department of Children and Family Services (DCFS) as a needed and valued partner at the table.
 2. Enlarge IDHS representation in areas that are under-represented.
 3. Review other states and identify successful ways teacher/workforce voice is incorporated into system design and development.
- Goal 4: Increase Information Technology representation on PDAC.
Objectives:
 1. Scan current members for information technology expertise.
 2. Recruit PDAC members with technology knowledge and skillsets to inform PDAC's work.
 - Goal 5: Gain better understanding of how early care and education workforce has changed post-COVID (e.g. generationally, culturally etc.) in order to strengthen professional development supports.
Objectives:

1. Review existing current workforce demographics. Compare to previous workforce demographics to ensure understanding of workforce changes.
 2. Identify gaps in knowledge and creative ways to capture additional knowledge needed for informed decision making.
 3. Ensure mental health needs, diversity, workforce work and life balance, generational, cultural, education, value placed on educational attainment, and other key factors and demographics related to workforce are captured and integrated.
 - Goal 3 and the references to the new state agency will be sent out to committee members to review and revise and then brought back to the committee at the next PDAC meeting.
- Workforce Development and Pathways
 - Currently working on narrowing our goals and objectives.
 - Currently have 5 goals.
 - Overarching goals include: improve access for the workforce, use technology to improve access to programs that are offered, develop targeted communication and messaging tools that appeal to the workforce, aspects of work place flex, develop systems for sharing quality practices and models.
 - Financial Supports
 - The Financial Supports Committee met on February 15, 2024. Will meet in April to finalize goals.
 - Discussion included:
 - The workforce with the prior learning assessment and apprenticeship models that could have costs associated with them.
 - Working on a goal related to the bilingual workforce and compensation.
 - Monitor the impact of SMART Start including intended and unintended financial consequences.
 - Higher Education
 - Discussion at the January meeting on incumbent workforce, but also about high school students and transitioning students.
 - Acknowledging the impact of ECACE and where do EC higher education institution programs go from here.
 - How do we capture innovative work, bring people together and support activities (i.e. Higher Education Forum).
 - **Strategic Plan Timeline:**
 - Committees meet in March and April to make final revisions and vote on their plans.
 - Steering meets May 1st to vote on committee plans.
 - PDAC meets June 5th to vote on the entire Strategic Plan and then submit the PDAC Strategic Plan X to IDHS.

Adjourn

Next PDAC Steering Meeting: Wednesday, April 17, 2024



Qualifications and Credentials Goals and Objectives for the PDAC Strategic Plan X.

Goal 1: Utilize PDAC approved definitions for Relationship-Based Professional Development and Job-Embedded Professional Development (JEPD) by placing within Credential frameworks to expand opportunities for workforce development.

Objectives:

1. Review/identify the agreed upon definitions for relationship based professional development (RBPD) and Job-Embedded Professional Development (JEPD).
 - a. Compare and contrast similarities and differences between RBPD and JEPD.
 - b. Identify ways to promote the consistent use of existing competency infrastructure and language across state agencies/stakeholders.
2. Review competencies and/or training topics that could be taught through RBPD/JEPD.
 - a. Prioritize training development recommendations.
 - i. Provide guidance for best practices that includes evaluative components.
3. Integrate RBPD/JEPD into Credential frameworks.
 - a. Review all RBPD or JEPD pilots held throughout the state.
 - b. Provide consistency in application of competency attainment through RBPD/JEPD models that leads to Credentials for the workforce.
 - c. Make recommendation(s) for statewide scale-up of successful models.

In partnership with the Higher Education Committee

Goal 2: Inform and refine existing efforts to expand use of competency infrastructure for Gateways Credentials.

Objectives:

1. Expand the readily accessed Professional Development Record to include opportunities that highlight competency attainment.
 - a. Build upon structures already in place.
2. Review micro-credentialing and badging systems to determine relevancy to Illinois' work.
 - a. Determine if use of micro-credentials to award educational advancement in smaller increments would be beneficial to the field.
 - b. Identify gaps and supports needed to create a badging system for competencies.

Goal 3: Utilize and maximize Illinois' well-developed existing competency infrastructure for Gateways Credentials by making it accessible and transparent to the field.

Objectives:

1. Standardize all professional development (RBPD, JEPD, and trainings) to identify content using competency language.
 - a. Training(s) list competency(s) on certificates (where applicable)

Goal 4: Monitor and document progress of recommendations made to the Illinois Department of Child and Family Services (IDFCS) to streamline pathways through utilization of Gateways Credentials in licensing to increase access and transparency for the workforce.

Objectives:

1. Provide information and documentation to the state transition director of the recommendations.
2. Engage/partner with key state agency representatives (New State Agency, DCFS, IDHS, etc.) to support the progress of the recommendation.