

**PDAC Steering Committee Agenda****April 17, 2024****Meeting Minutes**

Bela Mote

Hollie Hoole

Laurie Rhodes

Christi Chadwick

Johnna Darragh Ernst

Lisa Downey

Gabriel Holmes

Julie Lindstrom

Lynn Burgett

Gail Nelson

Kate Connor

Marsha Hawley

Shauna Ejeh

**Welcome**

- The PDAC Chairs welcomed members to the meeting. Lisa Downey was welcomed as a new member of the PDAC Steering Committee.
- Mission, Vision, and Values of PDAC
  - A small group is reviewing the mission, vision and values statement of PDAC. A first draft has been developed and is currently going through revisions. The draft will be shared with Steering members at the May meeting for review and approval, PDAC members in June, and placed in the Strategic Plan.

**Review of Minutes**

- March 6, 2024
  - Christi Chadwick made a motion to accept the minutes.
  - Kate Connor seconded the motion.

**PDAC Strategic Planning**

- **Steering (Attachment A)**
  - The goals and objectives presented by the Steering 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.
  - Goal 1: Ensure PDAC Steering and all PDAC members have awareness of history depth, breadth, 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:
  1. Engage and contribute in the development and transition to the new Department of Early Childhood.
  2. Engage with Department of Children and Family Services (DCFS) as a needed and valued partner at the table.
  3. Enlarge IDHS representation in areas that are under-represented.
  4. 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.

- **Financial Supports (Attachment B)**

- The goals and objectives presented by the Financial Supports 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.
- Goal 1: Identify and advance potential new financial supports.  
Objectives:
  1. Strengthen the ECE workforce through financial supports for learner models (e.g. PLA/Apprenticeship).
    - a. Educate the committee on PLA and Apprenticeship and the required fees.
    - b. Consider CDA and the barriers and fees related to obtaining a CDA and moving the CDA into college credit.
  2. Expand existing funding opportunities.
    - a. Educate the committee on ECACE, Gateways to Opportunity Scholarship and Chicago Early Learning Scholarship eligibility and priority populations.
    - b. Monitor programs and changes in funding that could affect program participation.
    - c. If funding is lowered, recommend protection of certain groups or prioritization.
- Goal 2: Identify and support ways to advance compensation for the field.  
Objectives:
  1. Monitor impact of Smart Start – intended and unintended financial consequences.
  2. Consider intersection and integration of Gateways Initiatives (i.e. Great START, Gateways Scholarship) and Smart Start.

3. Identify quality support levers for bilingual staff and explore pay differential models.
4. Compare and contrast pay scales across programs throughout the state.

- **Higher Education (Attachment C)**

- The goals and objectives presented by the Higher Education 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.
- Goal 1: Developing systems for identifying, sharing, and promoting flexible and innovative higher education Early childhood/child development program models.  
Objectives:
  1. Identify information related to policy and how innovations, flexibilities and barriers affect higher education systems that will inform the work of the committee.
  2. Identify audiences that benefit from innovative practices (e.g. program directors, early childhood educators, professional development providers (faculty and trainers), PDAC, etc.).
  3. Review and identify successful systems (state or national) for sharing innovations (e.g. peer learning, communities of practice, etc.) and determine metrics for success.
  4. Implement and test systems for sharing innovative practices /innovations among various audiences.
  5. (If funding is available) Participate in shaping the agenda for the Gateways to Opportunity Higher Education Forum.
- Goal 2: Expand (Scale up) identified successful innovative professional development higher education Early childhood/child development program models.  
Objectives:
  1. Develop a process of review/metrics to evaluate effectiveness that includes student voice and insight.
  2. Make recommendations for statewide scale-up of models that provide guidance for effective practices.
  3. Partner with the Financial Supports Committee for recommendations needed to provide funding to bring to scale identified successful/impactful models.
- Goal 3: Gather and disseminate information on approaches to support new and/or incumbent early childhood professionals in entering or sustaining the field and/or workforce.  
Objectives:
  1. Areas investigation:
    - a. Early college (dual credit/dual enrollment opportunities)
    - b. Current state of marketing in the workforce (centers, schools, etc.).
    - c. Apprenticeship models
    - d. Head Start in local communities
    - e. Prior learning assessment – strategies to help the cost and strategies for access for prior learning credit
  2. Create a strategy to gain an understanding of the roles of the incumbent workforce in centers for easier transition (support role transitions in the ECE field).
  3. Review statewide access for high need credentials.
- Goal 4: Utilize and maximize Illinois’ well-developed existing competency infrastructure for Gateways Credentials by increasing transparency.  
Objective:
  1. Communicate with stakeholders about the competencies and credentials and the way these systems interact in the early childhood field. (includes, but not limited to)
    - a. Illinois Articulation Initiative
    - b. Illinois State Board of Education

- c. Specialized accreditors
- d. Illinois Department of Human Services
- e. Early Childhood Access Consortium for Equity
- f. New Department of Early Childhood

**Strategic Plan Timeline:**

- Steering meets May 1<sup>st</sup> to vote on the Workforce Development and Pathways Strategic Plan and the vision mission and values statement.
- PDAC meets June 5<sup>th</sup> to vote on the entire Strategic Plan and then submit the PDAC Strategic Plan X to the Illinois Department of Human Services.

**Adjourn**





#### Steering Goals and Objectives for the PDAC Strategic Plan X

- o Goal 1: Ensure PDAC Steering and all PDAC members have awareness of history, depth, breadth, 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.
- o 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.
- o 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:
  1. Engage and contribute in the development and transition to the new Department of Early Childhood.
  2. Engage with Department of Children and Family Services (DCFS) as a needed and valued partner at the table.
  3. Enlarge IDHS representation in areas that are under-represented.
  4. Review other states and identify successful ways teacher/workforce voice is incorporated into system design and development.
- o 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.
- o Goal 5: Gain better understanding of how early care and education workforce has changed post-COVID (e.g. generational, 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.



**Financial Supports Goals and Objectives for the PDAC Strategic Plan X**

**Goal 1: Identify and advance potential new financial supports.**

**Objectives:**

1. Strengthen the ECE workforce through financial supports for learner models (e.g. PLA/Apprenticeship).
  - a. Educate the committee on PLA and Apprenticeship and the required fees.
  - b. Consider CDA and the barriers and fees related to obtaining a CDA and moving the CDA into college credit.
2. Expand existing funding opportunities.
  - a. Educate the committee on ECACE, Gateways to Opportunity Scholarship and Chicago Early Learning Scholarship eligibility and priority populations.
  - b. Monitor programs and changes in funding that could affect program participation.
  - c. If funding is lowered, recommend protection of certain groups or prioritization.

**Goal 2: Identify and support ways to advance compensation for the field.**

**Objectives:**

1. Monitor impact of Smart Start – intended and unintended financial consequences.
2. Consider intersection and integration of Gateways Initiatives (i.e. Great START, Gateways Scholarship) and Smart Start.
3. Identify quality support levers for bilingual staff and explore pay differential models.
4. Compare and contrast pay scales across programs throughout the state.

**Higher Education Goals and Objectives for the PDAC Strategic Plan X**

**Goal 1: Developing systems for identifying, sharing, and promoting flexible and innovative higher education Early childhood/child development program models.**

**Objectives:**

1. Identify information related to policy and how innovations, flexibilities and barriers affect higher education systems that will inform the work of the committee.
2. Identify audiences that benefit from innovative practices (e.g. program directors, early childhood educators, professional development providers (faculty and trainers), PDAC, etc.).
3. Review and identify successful systems (state or national) for sharing innovations (e.g. peer learning, communities of practice, etc.) and determine metrics for success.
4. Implement and test systems for sharing innovative practices /innovations among various audiences.
5. (If funding is available) Participate in shaping the agenda for the Gateways to Opportunity Higher Education Forum.

**Goal 2: Expand (Scale up) identified successful innovative professional development higher education Early childhood/child development program models.**

**Objectives:**

1. Develop a process of review/metrics to evaluate effectiveness that includes student voice and insight.
2. Make recommendations for statewide scale-up of models that provide guidance for effective practices.
3. Partner with Financial Supports Committee for recommendations needed to provide funding to bring to scale identified successful/impactful models.

**Goal 3: Gather and disseminate information on approaches to support new and/or incumbent early childhood professionals in entering or sustaining the field and/or workforce.**

**Objectives:**

1. Areas investigation:
  - a. Early college (dual credit/dual enrollment opportunities)
  - b. Current state of marketing in the workforce (centers, schools, etc.).
  - c. Apprenticeship models
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2. Create a strategy to gain an understanding of the roles of the incumbent workforce in centers for easier transition (support role transitions in the ECE field).
3. Review statewide access for high need credentials.

**Goal 4: Utilize and maximize Illinois' well-developed existing competency infrastructure for Gateways Credentials by increasing transparency.**

**Objective:**

1. Communicate with stakeholders about the competencies and credentials and the way these systems interact in the early childhood field. (includes, but not limited to)
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