

**PDAC Workforce Development and Pathways**

Telenet

March 2, 2016

10:00AM – 12:00PM

Minutes

Allison Lowe Fotos	Janice Moenster
Brenda Lee Smith	Johnna Darragh Ernst
Cerathel Burnett	Joyce Weiner
Chris Bzdon	Lou Anne Burton
Christi Chadwick	Melissa Johnson
Cindy Berrey	Pam Womack
Denise Conkright	Stephanie Bernoteit
Faith Arnold	Tara Mathien

**Welcome** – Johnna Darragh-Ernst, Co-chair**Approval of the Minutes**

- November 23, 2015
  - Faith Arnold moved to approve the minutes.
  - Christi Chadwick seconded the motion.
  - Minutes approved.

**Recommendations**

- PDAC Steering suggested that the original recommendation, which included both teacher and teacher assistant, should be two separate recommendations.
- The recommendations are an incremental movement over time that moves all sectors of the early childhood workforce towards competency based prepared teachers.
- The recommendations help support high quality early learning environments and brings us toward the goals of the Institute of Medicine report for a more educated workforce.
- Supports will need to be developed as recommendations are enacted.
- Might need to develop recommendations specific to family child care.
- Teacher Education Recommendation: Attachment 2
  - **RECOMMENDATION:** The PDAC Workforce Development and Pathways Committee recommends that the Illinois Department of Children and Family Services (IDCFS) increase teacher education requirements in the Day Care Center Licensing Standards (Section 407.140 Qualifications for Early Childhood Teachers) and utilize the Gateways to Opportunity ECE Credential as educational attainment indicators as follows.  
By 2025: Early childhood teachers must have completed their Gateways ECE Credential, Level 3.  
By 2030: Early childhood teachers must have completed their Gateways ECE Credential, Level 4.
    - **RATIONALE:** These recommendations create congruence between IDCFS staffing requirements, Gateways to Opportunity Credential Levels, ExceleRate™ Illinois Quality Standards Program Staff Qualifications and Continuing Education requirements, and Institute of Medicine and National Research Council of the National Academies recommendations. The focus of this recommendation is defining the early childhood profession through implementation of strong,

coherent, competency-based qualification requirements for professionals working with young children from birth through age 8. The committee recognizes that state agencies will determine the most effective dates and adjust accordingly.

- **The recommendation was approved.**

- Assistant Teacher Education Recommendation: Attachment 3
  - **RECOMMENDATION:** The PDAC Workforce Development and Pathways Committee recommends approval of increased teacher education requirements in the Illinois Department of Children and Family Services (IDCFS) JCAR Requirements for Licensure Part 407 Licensing Standards for Day Care Centers and Qualifications for Early Childhood assistant teachers, utilizing the Gateways to Opportunity ECE Credential. By 2025: Early childhood assistant teachers must have completed their Gateways ECE Credential, Level 2.
    - **RATIONALE:** These recommendations create congruence between IDCFS staffing requirements, Gateways to Opportunity Credential Levels, ExceleRate™ Illinois Quality Standards Program Staff Qualifications and Continuing Education requirements, and Institute of Medicine and National Research Council of the National Academies recommendations. The focus of this recommendation is defining the early childhood profession through implementation of strong, coherent, competency-based qualification requirements for professionals working with young children from birth through age 8. The committee recognizes that state agencies will determine the most effective dates and adjust accordingly.

- **The recommendation was approved.**

### Competencies

- The 347 Gateways Benchmarks were sorted into employment positions.
  - Teacher Assistant (Level 2), Teacher Practitioners (Level 3), Lead Teacher (Level 4) and Master Teacher/Director (Level 5)
    - Groups then were sorted by levels of knowing, doing and applying or developing in others.
    - Coded into content areas.
      - 50 competencies – these were then reviewed and revised to ensure measurable representation of the benchmarks.
- Competencies have a strong Federal push. Competencies are mentioned in the Institute of Medicine Report.
- Next Steps:
  - Review process to see if there are any trouble spots within the competencies.
  - Links to how to work in our training system.
  - Expand to other credentials.
- Nationally, competencies can be used to expand the use of credentials, and to further the position of the Illinois early childhood professional community in a very favorable way.
- There is a strong interest in Higher Education to use competencies and credentials as a way to create pathways of success for students in order to continue to advance learning for a degree or a post degree.
- The competencies can be used to create a new or enhanced career lattice.

### Achieving Compensation Parity: Illinois goal for the Field of Early Childhood Care and Education

- Joint work of members from the previous PDAC Financial Supports Committee and ELC-PSQ members.

- The ELC Workforce Compensation Committee created both a full report and a summary report on compensation parity.
- Early Learning Council's Program Standards and Quality Committee approved the report and shared with the ELC Executive Committee.
- Will be moved to the full ELC Committee in June.
- The report will also be shared with Zero to Three.

**Compensation Parity Report Draft Infographic**

- Suggested: Add additional background information for clarity on pay ranges.

**Adjourn**





**RECOMMENDATION FOR APPROVAL**

**DATE:** March 2, 2016

**COMMITTEE MAKING RECOMMENDATION:** Workforce Development and Pathways

**RECOMMENDATION:** The PDAC Workforce Development and Pathways Committee recommends approval of increased teacher education requirements in the Illinois Department of Children and Family Services (IDCFS) JCAR Requirements for Licensure Part 407 Licensing Standards for Day Care Centers and Qualifications for Early Childhood Teachers, utilizing the Gateways to Opportunity ECE Credential.

By 2025:

- Early childhood teachers must have completed their Gateways ECE Credential, Level 3.

By 2030

- Early childhood teachers must have completed their Gateways ECE Credential, Level 4.

**RATIONALE:** These recommendations create congruence between IDCFS staffing requirements, Gateways to Opportunity Credential Levels, ExceleRate™ Illinois Quality Standards Program Staff Qualifications and Continuing Education requirements, and Institute of Medicine and National Research Council of the National Academies recommendations. The focus of this recommendation is defining the early childhood profession through implementation of strong, coherent, competency-based qualification requirements for professionals working with young children from birth through age 8. The committee recognizes that state agencies will determine the most effective dates and adjust accordingly.

**DISPOSITION:**

PDAC Workforce Development and Pathways Committee

Approved:                      Date:

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:





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**RECOMMENDATION:** The PDAC Workforce Development and Pathways Committee recommends approval of increased teacher education requirements in the Illinois Department of Children and Family Services (IDCFS) JCAR Requirements for Licensure Part 407 Licensing Standards for Day Care Centers and Qualifications for Early Childhood assistant teachers, utilizing the Gateways to Opportunity ECE Credential.

**By 2025:**

- Early childhood assistant teachers must have completed their Gateways ECE Credential, Level 2.

**RATIONALE:** These recommendations create congruence between IDCFS staffing requirements, Gateways to Opportunity Credential Levels, ExceleRate™ Illinois Quality Standards Program Staff Qualifications and Continuing Education requirements, and Institute of Medicine and National Research Council of the National Academies recommendations. The focus of this recommendation is defining the early childhood profession through implementation of strong, coherent, competency-based qualification requirements for professionals working with young children from birth through age 8. The committee recognizes that state agencies will determine the most effective dates and adjust accordingly.

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Approved: \_\_\_\_\_ Date: \_\_\_\_\_

Disapproved: \_\_\_\_\_ Date: \_\_\_\_\_

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PDAC Steering Committee

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