



PDAC Workforce Development and Pathways

October 30, 2019

Minutes

Cindy Berrey	Julie Lindstrom
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Joni Scritchlow	Shauna Ejeh
Joyce Weiner	Terri Lamb

The Tri-Chairs welcomed committee members to the telenet.

Approval of June Meeting Minutes

- June 12, 2019 (see Attached 1)
 - Minutes were approved by consensus from the June 12, 2019 telenet with the addition of Shana Edison to the list of attendees.

WPD Strategic Plan Progress and Crosswalk

- During the October Steering Meeting Committee members reviewed the PDAC Strategic Plan with each committee's tri-chairs reviewing each of their committee's goals and objectives to determine if they had achieved their goals, are in-progress, or need to begin work on the goals and objectives.
- Goal 1: Develop and disseminate, in collaboration with stakeholders, strategies that support implementation of the comprehensive Gateways to Opportunity Early Childhood Educator Career Lattice.
 - Objective 1: Identify and support state efforts to increase articulation.
 - The State Competency Leadership Team has been meeting for about 18 months to work with two- and four-year institutions around competencies to talk about assessment systems. Three Faculty Fellows regional meetings will be held across the state during the fall. Each meeting will showcase the work of the Faculty Fellows and highlight new assessments/toolbox that faculty from around the state to use in their classroom.
 - Objective 2: Identify and disseminate innovative career lattice implementation models, inclusive of prior-learning assessments.
 - Have not yet started. Might want to partner with the State Competency Leadership Team again or another PDAC committee to approach this work.
 - Objective 3: Identify and/or develop effective career lattice implementation messaging and distribution strategies for varied constituencies within and outside of the early childhood field.
 - Have started the work with our infographs. At the next WDP telenet will review the infograph.

- Goal 2: Analyze effectiveness of various pathways of the Gateways Credentials.
 - Objective 1: Collect and analyze data regarding Credential attainment across: practitioner role (Licensed Exempt and Licensed) and Credential specializations
 - We have completed this objective. Joellyn Whitehead gave the WDP committee an overview of the data.
 - Objective 2: Collect data on the effectiveness of historical changes to Gateways framework, including: changes in Level 3 requirements and creation of stacked Credential framework.
 - Have not yet started this objective. Possible to look at data over the past three years regarding improvement or mitigation of the challenges of the ECE Level 3 pathway. In regards to the Stacked credential framework, could compare previous and current frameworks.
 - Objective 3: Monitor credential responsiveness to current and emerging needs of children, families and practitioners.
 - Has not yet started. Might want to look to see if the ECE Credential has enough around inclusion. It has strong foundation knowledge, needed by the workforce.
 - Objective 4: Identify career lattice utilization benefits and barriers in collaboration with practitioners and state partners.
 - Data is not available, so we are tabling that for right now.
 - Objective 5: Monitor landscape and continued opportunity to create a complementary relationship between the Illinois Department of Human Services (IDHS), DCFS licensing, ExceleRate Illinois and Gateways Credentials in terms of quality measures and expectations.
 - Currently in progress and will continue to monitor.
 - Objective 6: Support and disseminate innovative credential attainment practices within competency-based system framework.
 - We have not yet started, will finish with other objectives before starting on this objective.
- Goal 3: Collect and analyze data evaluating how levers and supports including, but not limited to Great START and Gateways Scholarship, can be used to strengthen utilization of Gateways Credentials.
 - Objective 1: Review and analyze data (inclusive of demographic variables, program participation, and retention) to evaluate the utilization and efficacy of Great START and Gateways Scholarship funds.
 - The Financial Supports Committee has put forward a recommendation that would allow teachers access to the Great STARTS funds earlier at 90 days.
 - Objective 2: Identify and support, based on data collection, policy recommendations to fully integrate Gateways Credentials within GreatSTART and Gateways Scholarship Program, inclusive of credential/specialization attainment and emerging opportunities for competency model implementation (e.g. prior learning assessment).
 - The Financial Supports has put forward a recommendation regarding the Scholarship Program.
 - Objective 3: Utilize data collection and analysis to identify relevant emerging opportunities and strategies to strengthen programing and practitioners, in coordination with Financial Supports Committee.

- This objective was addressed in the Competency Consensus statement put forward by the Governor’s Office of Early Childhood Development.

Review of State Work Workforce Discussion:

Early Learning Council

- The Quality Committee of the Early Learning Council (ELC) have held discussions regarding the workforce including ExceleRate Standards and Continuous Quality Improvement plans (CQI).
- Theresa Hawley plans to have a report on the cost modeling analysis recommendation by the end of 2019.
- The Early Learning Council (ELC) and its committees are looking at equity, professional development and the diversity of the workforce.
- Home Visiting is looking at compensation for home visitors.
- The ELC Executive Committee held a retreat this summer and identified priorities including; aligning and standardizing ethnicity data collection. The committee would like to compare data around the workforce and compare to the children in the classroom.
- Providers in southern Illinois are struggling, and some are at emergency levels for qualified staff.

PDG-B5

- Currently revising the renewal grant. It is a 3-year renewal grant for 2020-2022. Estimated that 23 grants will be awarded. Illinois submitting for \$15 million for each of the three years. Grant submission deadline is November 5, 2019.
- Series of planning meetings were held related to four areas that were identified as part of the strategic visioning. These include: kindergarten readiness, workforce supports, supporting families in navigating of the system, and building comprehensive structures.

Workforce Development Project

- Messaging about careers in early childhood. Created a brochure regarding the careers available to individuals interested in early childhood as a career. College and high school advisors could use the brochure to promote the field.
- A one-page overview of the Consensus Statement has been created for advocacy organizations to use with legislative staff and legislators for the winter session.

City of Chicago Project

- Develop a fact based list of workforce challenges specific to Chicago. This includes what are our greatest workforce challenges and what does demand look like in Chicago over the next few years.
- Expanding services during the next few years including children birth to age 5, and expanding universal pre-school for four- year old children.
- Will have an increase in demand for teachers and requirements for the workforce over the next three to five years. Infant toddler teachers will need to hold an Infant Toddler Credential Level 5 and family specialists will need the FSC Level 5.

Additional Work

- ISBE is developing a teacher recruitment strategy known as “Elevate the Profession”.

The telnet was adjourned, the next telenet is scheduled for January 27, 2020.

