



**PDAC Workforce Development and Pathways**  
**August 24, 2020**  
**Meeting Minutes**

Christi Chadwick	Janice Crow	Melissa Szymczak
Gail Nelson	Joni Scritchlow	Shana Edison
Hannah Carry	Joyce Weiner	Shauna Ejeh
Jamilah R. Jor'dan	Melissa Johnson	Tom Pavkov

The Tri-Chairs welcomed committee members to the meeting.

**Review and Approval of Minutes**

- June 22, 2020
  - Gail Nelson moved to approve the minutes.
  - Marie Donovan seconded the motion.

**Review of Strategic Plan VIII**

- Goals/Objective Left to Achieve in FY 2020.
  - Goal: Develop and disseminate, in collaboration with stakeholders, strategies that support implementation of the comprehensive Gateways to Opportunity Early Childhood Educator Career Lattice
    - The FSC and SAYD Career Lattices were designed and developed this past year. IDHS approved with implementation July 1, 2020.
    - The current Illinois Board of Higher Education (IBHE) cohorts are addressing testing of prior learning and engaging high school students through the Gateways to Opportunity Career Lattice.
  - Goal: Analyze effectiveness of various pathways of the Gateways Credentials.
    - Goals might be more difficult to achieve due to COVID-19.
    - The PDG B5 Modularization Project will assist with Higher Education Institutions in organizing courses into discrete packages and assessments of prior learning.
    - WDP should highlight our connections with Tom Layman at GOECD and Carrie Biers at The Ounce to strengthen the connection with the DCFS Licensing Advisory Council.
    - The WDP Committee should discuss how to disseminate successful and innovative practices that come out of the PDG Modularization and IBHE cohorts in spring 2021.
  - Goal: 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
    - Recommendations were put forward by the Financial Supports Committee and the Workforce Development and Pathway Committee regarding Great START and Gateways Scholarship programs. Recommendations were approved by PDAC and IDHS. The recommendations were effective July 1, 2020.

## Infographic Approval

- Follow Your Passion
  - Use Early Childhood Education and Child Development in the header for 3 facts section.
  - Use the term Early Childhood Education and Care for the third dot point.
  - The document was approved with changes by the committee.
- Pathways to Your Career
  - Add Career Lattice title and add a key for the credentials.
  - Under the 3 facts replace the second offer with including.

## Qualifications and Credentials Committee Joins the Meeting

- Members of the Qualifications and Credentials introduced themselves:

Carolyn Beal	Jamie Nichols	Stephanie Hellmer
Christy Allen	Johnna Darragh Ernst	Sue Jackson
Christie Easley	Leslie Layman	Tammy Notter
Connie Shugart	Miranda Lin	Teri Talan
Diane King	Pat Chamberlain	Tina Wiggle
Heather Duncan	Sandy Young	

## PDG B-5Updates

- Preparing to submit the continuation grant application which is due in October.
  - Credential Waiver
    - Fees have been waived for the ECE, ITC, IDC, FSC, FCC and TA credentials.
    - Close to 2,000 applications have been received since June 2020.
    - More than 600 credentials have been awarded.
    - Demographic information is being collected on those who have applied.
  - Modularization
    - Using an RFP the following higher education institutions have been selected to participate in the project: Moraine Valley Community College, Heartland Community College, National Louis University, Northern Illinois University, and Illinois State University.
    - Faculty are looking at the ECE Credential and how to build-out virtual and/or online accessible coursework.
    - Faculty Fellows and other state faculty will be invited to review work and give input on the work produced.
    - Goal is to finish in December for piloting in 2021.
  - Cohorts
    - 1.3 million dollars has been distributed among higher education institutions that were selected for their innovative early childhood teacher pathway proposals: Lewis University, National Louis University, Joliet Junior College, Western Illinois University, and Quincy University.
    - Grants will support 150 students in the current academic year. Focus is to strengthen and diversify the ECE workforce pipeline.
  - Education Reimbursement
    - 117 eligible applicants have a combined debt of \$214,137. This is an average of 1,830 per person. The 117 individuals will be paid almost 19% of their actual debt.

## Illinois Competencies for Early Care & Education Professionals Document – Johnna Darragh Ernst

- Input for the Document
  - The document is designed for both practitioners in the field or who are entering the field.
    - A goal for the document is for a person with limited and/or expansive knowledge of the field can understand the relationship of competencies and credentials within the system.
  - The document represents a compilation of published documents to date.
  - The document has been shared with the PDAC Workforce Development and Pathways Committee and the Steering Committee.
  - Feedback is welcome for additions and revisions of the document.
    - Please send comments to Johnna Darragh Ernst.
  - The Core Knowledge content area has been moved towards the beginning of the document.
  - It still might be too comprehensive of a document.
    - The alignment with related standards might be something to consider eliminating since it is still on the Gateways website.
  - Johnna will explore the use of the terms Core Knowledge and competencies and how they are being used in the documents.
  - Thinking of the end user, might be useful to use a hyperlink of the appendix.
  - Could use one-pagers when testing with the field to show the totality of the work.
  - Could use targeted questions to help refine the document.
  - Might want to include a page at the beginning of the document that explains how to read the document.
- McCormick Foundation 1 Page Examples
  - The documents are only an example of what a one-page document can look like as we use the source document to build out infographs or one-pagers for marketing and informational purposes.

## Adjourn



These infographs reflect the recommended changes:

FACTS ABOUT THE EARLY CHILDHOOD CARE AND EDUCATION WORKFORCE IN ILLINOIS – AUGUST 2020

## Follow Your Passion – Impact the Lives of Children

### Early Childhood Care and Education is on the Cutting Edge with Career Opportunities

Early Childhood teachers play a critical role in preparing children to be successful in school. Early school success equate to more positive life trajectory.

**↑ 10%** anticipated growth in Early Childhood careers<sup>1</sup>

#### The ECE Field Offers Many Opportunities:

- Distinct career pathways with varied salaries are available
- The Gateways to Opportunity Credential system professionalizes the ECE field
- Early Childhood is receiving state and national attention
- Early Childhood has a wide range of supports including scholarships, Professional Development Advisors, wage supports tied to a Career Lattice, Credentials to recognize your educational attainment, and more!

#### Variety of Promising Career Opportunities are Available to:

- Directly working with children through teaching (e.g., early childhood public schools, private schools, child care centers, Head Start, etc.)
- Supporting those who work directly with children (e.g., curriculum development, policy advocates and lobbyists, coaches/mentors, licensing representatives, administrators, curriculum development, policy advocates and lobbyists, coaches/mentors, licensing representatives, professional development including faculty and trainers ect.)



### 3 Facts About Early Childhood Education and Care Careers

1. Significant federal and state focus and funding is being directed to Early Childhood Education and Child Development.
2. The nation is facing a critical need for well-prepared Early Childhood teachers.
3. New research in science and brain development shows that how you engage with a child through the first five years shapes that child's ability to be successful in life.



<sup>1</sup> Gateways Registry Members & US OHHHS Targeting Early Childhood and School Age Workforce Investments.

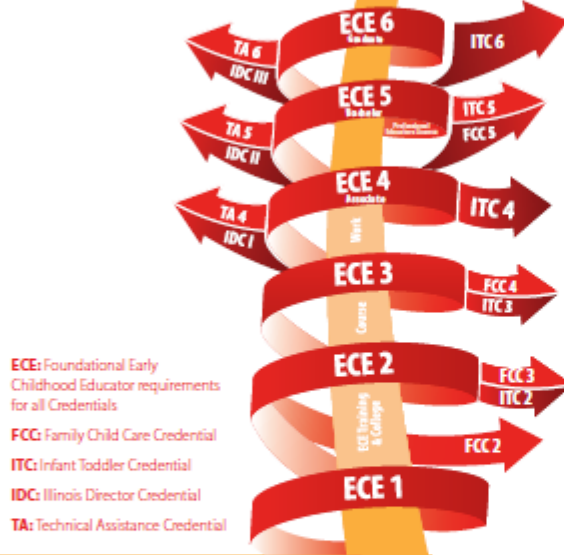


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# The Pathway to Your Career

## Gateways to Opportunity® Early Childhood Educator Career Lattice



The ECE Credential is the foundation for these Gateways Credentials.

*"Children are not things to be molded,  
but are people to be unfolded."*

- Jess Lair



### 3 Facts About the Pathway Tools in Illinois:

1. Illinois leads the nation in completion rates among community college students who transfer to four-year institutions.
2. Early childhood knowledge supports specializations and a range of career opportunities.
3. Illinois has more than 70 higher education institutions that offer early childhood education programs, including the Gateways ECE Credential.

The ECE field expects a

**↑ 10%**

growth in Early Childhood careers<sup>1</sup>

Illinois has more than

**900,000**

children between the age of 0-5 and 41,730 members of the early childhood teaching workforce.

<sup>1</sup>Gateways Registry Members & US OHS Targeting Early Childhood and School Age Workforce Investments.



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Illinois Professional Development System



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