

GATEWAYS TO OPPORTUNITY®

Illinois Professional Development System

**PDAC Workforce Development and Pathways Committee Meeting
Meeting Minutes
February 7, 2022**

Christi Chadwick	Lauri Morrison-Frichtl	Sara Beach
Cindy Berrey	Lynn Burgett	Shauna Ejeh
Gail Nelson	Melissa Szymczak	Shi-Ruei Fang
Harold Pursey	Pam Womack	Wendy Uptain
Julie Lindstrom		

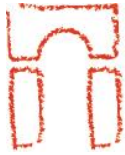
Welcome – Christi Chadwick, Lauri Morrison Frichtl, and Shauna Ejeh

Review and Approval of Minutes

- November 29, 2021
 - Wendy Uptain moved to approve the minutes.
 - Shauna Ejeh seconded motion.

WDP Strategic Plan

- Through the Mentimeter poll Workforce Development and Pathway Goals 1, 2, and 5 were shown to be the priorities of the committee.
- The committee discussed where we are, (regarding the PDAC Strategic Plan) what actions we think we need to take, prioritizing those actions as a committee, and what resources we need to begin working on the goal and/or objective.
- Goal 1: Strengthen alignment of state’s professional development system tied to cohesive career pathways that fully support entry and progression across varied sectors of the field.
 - Objective 1: Promote (research/define) high-quality job embedded professional development for all early childhood practitioners regardless of program type.
 - Need to define what is job embedded professional development for the committee to have a set definition to work from.
 - Someone or something has to define high quality and then hold the bar for high quality. At this time less concerned about how it is delivered as long as the committee can put parameters on what actually makes it high quality.
 - The Learning Forward Standards were adopted by the Illinois State Board of Education for professional learning. The document could be reviewed at the next meeting for relevance.
 - The committee could also use the NAEYC professional learning and technical assistance document as a reference. This document includes some parameters for coaching and other terms.
 - Could add in metrics around job embedded professional development and how they would align to other professional development experiences.



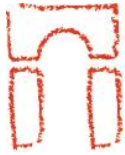
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- Head Start also has information regarding professional development that can be shared to inform the work of the committee.
 - The committee could identify other professions that are successful at using job embedded professional development to inform this work, since it is already available.
 - A challenge maybe the various sectors within our field and how we can streamline as it often is a struggle when trying to do things with a cross sector lens.
 - Suggested that we look at what are the guardrails around job embedded professional development that need to be put in place so that we say this is enough, and that it provides potential credit for it. Instead of it being a single model the committee can research and put forward common core components that make it high quality.
 - The Governor's Office of Early Childhood Development (GOECD) coordinated an ExceleRate Illinois subcommittee regarding work on leadership and working with quality that might be connected to job embedded professional development.
 - This is not about one model, but job embedded PD in general.
 - Suggested to invite Sinthu Ramalingam from Teach Plus to be a guest at upcoming meetings to collect perspectives on professional development.
 - Next Steps: Staff will coordinate information on definitions and common work to help build on the conversation from today's meeting.
- **Goal 2:** Explore cohort and other successful model impact on pathways to attainment of the Gateways to Opportunity Credentials and/or degree attainment and/or Professional Educator License.
 - Once the Illinois Salary and Staffing Survey Report and the workforce report on the impact of COVID-19 on the ECE field are released we would like to invite Joellyn Whitehead, Senior Director of Data & Research at INCCRRA to present on the data and findings from the reports. Release date is not yet determined.
 - **Goal 5:** Create a range of feedback loops and mechanisms for the workforce to provide input into an to inform programs/processes.
 - Will want to make sure we have done our due diligence and understand how our work will impact providers before we formally introduce any type of recommendation.

Adjourn





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