

PROFESSIONAL DEVELOPMENT ADVISORY COUNCIL

Strategic Plan • Phase VI • 2013–2015



The Professional Development Advisory Council (PDAC)

The Professional Development Advisory Council (PDAC) is a group of highly qualified practitioners, educators, organizational representatives, and advocates from around the state convened and established in December 2002 by the Illinois Department of Human Services (IDHS) Bureau of Child Care and Development. PDAC introduced Gateways to Opportunity®, Illinois Professional Development System, for early care and education, school-age, and youth development professionals in March 2005. Celebrating ten years, PDAC is supported through public/private partnerships and continues to advance professional development opportunities.

PDAC is committed to broadening its lens as it continues to develop a fully integrated, cross-sector, statewide professional development system along with its partners. PDAC promotes professionalism within the early care and education, school-age, youth development, and family support fields, and provides opportunities and compensation for professionals to further their education and training.

Vision

Illinois early care and education, school-age, youth development, and family support practitioners are well-qualified professionals who nurture and support the development and learning of children, youth, and families.

Mission

To develop, support, and promote a professional development system for all early care and education, school-age, youth development, and family support practitioners.

Values

We believe an effective professional development system is inclusive of practitioners in all settings serving children, youth, and families; service providers and program staff; and educators and trainers.

We value a Professional Development System that:

- Reaches across all geographic areas.
- Includes diverse representation of culture, linguistics, ability, ethnicity, gender, and age.
- Is accessible, affordable, and diverse in opportunities.
- Develops and expands core knowledge, skills, and dispositions.
- Respects and cultivates education, training, and experience.
- Recognizes and equitably compensates achievement based on levels of competence.
- Supports inclusive, high-quality, culturally responsive care and education for all children, youth, and families in all settings.

The Planning Process

A professional development system is always a work in progress, continually evolving, and must be refined to meet the needs of the population it serves. A comprehensive review of the Professional Development Advisory Council (PDAC) committee structure was completed in the fall of 2012. This led to the formation of a new committee configuration, implemented in January of 2013, and representative of the key elements needed to support an integrated, progressive professional development system.

The PDAC Steering Committee initiated development for Phase VI of the PDAC Strategic Plan in January and completed in June of 2013. The goal was to continue the design and implementation of a comprehensive, growing, professional development system inclusive of all sectors and funding streams for the state of Illinois. Goals for each committee within the new configuration include a set of strategic objectives that identify and outline work to be accomplished. The work of these committees is integral to achievement of the goals as identified in the PDAC Strategic Plan Phase VI.

- Financial Supports
- Information, Analysis, and Trends
- Qualifications and Credentials
- Special Focus: Registry
- Workforce Development and Pathways
- PDAC Governance



Financial Supports

Goal:

Gain statewide consensus regarding compensation parity including regional impact/implications.

Objectives:

- Support the proposed Ad Hoc Committee of the Illinois Early Learning Council, Program Standards and Quality (PSQ) Committee.
- Inform PDAC and other councils/groups of the work and findings from the proposed PSQ Ad Hoc Committee.

Goal:

Investigate financial supports to identify and prioritize successes and barriers to professional development access.

Objectives:

- Identify at least two successful financial supports for access to professional development.
- Identify and work to resolve two financial barriers of access to professional development.
- Research how Illinois and three other states are using financial incentives within their quality rating and improvement systems to support professional development.

Goal:

Promote the alignment of existing Gateways to Opportunity financial supports to strengthen accessibility in all settings serving children, youth, and families.

Objectives:

- Review all Gateways to Opportunity financial supports for cross-sector accessibility.
- Identify supports to increase alignment of financial opportunities for all practitioners.

Information, Analysis, and Trends

Goal:

Establish a well-informed committee membership based on identified needs.

Objectives:

- Recruit a broad base of committee members that represent a variety of sectors and expertise.

Goal:

Establish parameters by which the committee identifies, analyzes, and synthesizes available information, trends, research, and policy.

Goal:

Establish connections with information sources related to professional development, professional development system trends, research, and policy.

Objective:

- Produce a list of reputable sources that will be referenced.

Goal:

Establish a framework for disseminating information.

Objectives:

- Develop a process to disseminate information to PDAC Committees.
- Disseminate information to the field at large.

Goal:

Synthesize available information, trends, research, and policy around issues critical to professional development and professional development systems.

Objectives:

- Identify the level of alignment between the proposed Quality Rating and Improvement System (QRIS) and the Illinois Professional Development System.
- Analyze information and trends resulting in final products to be disseminated based on topic and audience.



Qualifications and Credentials

Goal:

Review, develop, and implement Gateways to Opportunity Credentials.

Objectives:

- Begin development of the Gateways to Opportunity coaching/mentoring credential (TA).
- Complete the development of the Gateways to Opportunity Family Child Care Credential.
- Complete the development of the Gateways to Opportunity Family Specialist Credential.
- Review current Gateways to Opportunity Credentials per protocol.
- Complete the pilot of the Gateways to Opportunity School-Age Credential Levels 2-5.
- Complete the pilot of the Gateways to Opportunity Youth Development Credential Levels 2-5.
- Implement Gateways to Opportunity Infant Toddler and ECE Credentials Level 6 into the state system.

Goal:

Improve access and incentivizing of Gateways to Opportunity Credentials.

Objectives:

- Increase two and four year higher education institution articulation agreements by working with stakeholder groups to tie state funding with scholarships and articulation.
- Embed Gateways Credentials into licensing standards.
- Incentivize Gateways Credentials.
- Increase knowledge and understanding of Gateways Credentials.

Goal:

Ensure Gateways to Opportunity Credential attainment reflects the diversity of the workforce.

Objectives:

- Review workforce demographic data.
- Develop outreach approaches.

Special Focus: Registry

Goal:

Expand Gateways to Opportunity Registry membership.

Objectives:

- Target outreach to mandated members who have not yet joined the Gateways Registry.
- Target outreach to license-exempt providers to expand Gateways Registry membership.

Goal:

Increase communication and education to current and potential members about Gateways to Opportunity Registry components and benefits to make the Gateways Registry relevant to all populations.

Objectives:

- Identify, develop, and expand communication strategies regarding the individual benefits of Gateways Registry membership.
- Identify, develop, and expand communication strategies regarding agency and system benefits of Gateways Registry membership.
- Educate current and potential members about the process and benefits of Basic Transcript Review (BTR).

Goal:

Evaluate and strengthen capacity for Gateways to Opportunity Registry-approved professional development in Illinois.

Objectives:

- Utilize analysis to determine gap between current supply and demand for Gateways Registry-approved professional development opportunities in Illinois.
- Inventory current Authorized Entities providing Gateways Registry-approved professional development in Illinois and explore opportunities for expansion.
- Define, promote, and expand the availability of Gateways Registry-approved distance learning professional development opportunities with current and new Authorized Entities.
- Build capacity for Gateways Registry-approved Conferences.
- Evaluate and strengthen Gateways Registry-approved Trainer processes.

For more information on the Registry visit www.ilgateways.com.



Workforce Development and Pathways

Goal:

Gain cross sector agreement on an integrated/common language and definitions related to workforce “roles” and education/qualifications.

Objective:

- Determine common language to eliminate the dichotomy within the field of early learning and development.

Goal:

Develop strategies and policies to increase the workforce’s qualifications, education, and compensation.

Objective:

- Identify and review a wide range of available workforce data and current workforce development policies to inform workforce development recommendations.
- Identify how data can be used to inform various stakeholders.
- Identify policies and practices that prohibit or support increased workforce qualifications, education, and compensation.
- Review data and research related to impact of and cost effectiveness of mentors and coaches in performance outcomes and develop policies to inform workforce recommendations.

Goal:

Enhance the Gateways to Opportunity Career Lattice to include multiple access points and dimensions of quality to allow for greater utilization.

Objective:

- Ensure the Gateways to Opportunity Career Lattice is a relevant, useful tool across all sectors.
- Develop strategies to support a progressive workforce pipeline.
- Create a professional development system with cross-sector access to professional development supports.

Goal:

Influence college coursework to be reflective of current research and best practices while providing students with an opportunity to put theory into practice before entering the field.

Objective:

- Identify policies and practices that support exemplary college student preparation.
- Review data and research related to performance outcomes and develop policies to inform workforce recommendations.

PDAC Governance

Goal:

Maintain a diverse, fully cross-sector PDAC membership.

Objectives:

- Review current policies and procedures intended to support a diverse, cross-sector membership.
- Review PDAC Member protocols at a minimum biennially.

Goal:

Create and implement a Leadership Development Plan.

Objectives:

- Develop a Leadership Development and Succession Model for PDAC Committees, including Steering Committee.
- Support implementation of the Model.

Goal:

Maintain well-defined processes and protocols to support PDAC decision making.

Objectives:

- Review and revise PDAC Governance policies as needed or biennially.
- Utilize data to maximize and inform decisions.
- Develop processes to move recommendations forward to the Illinois Early Learning Council.

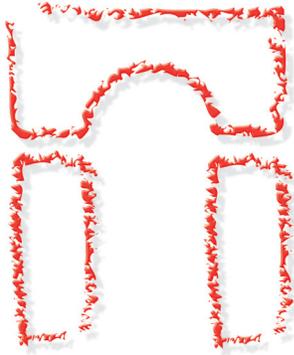
Goal:

Build effective relationships with state agencies, advocates, and others, to support professional development in Illinois

Objectives:

- Work closely with the Illinois Department of Human Services to improve quality and stability of the early care and education workforce.
- Be intentional in identifying state agencies with whom to build strong partnerships.
- Support the alignment of PDAC goals with the Illinois Early Learning Council.





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- **Special Focus: Registry**
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- **PDAC Governance**

Professional Development Advisory Council Steering Committee Members:

Cass Wolfe*	Infant Welfare Society of Evanston
Cerathel Burnett	Carole Robertson Center for Learning
Christine Allen	Community Child Care Connection, Inc (CCR&R SDA 13)
Dawn Thomas	Early Childhood and Parenting Collaborative, University of Illinois at Urbana-Champaign
Deb Widenhofer*	Baby TALK, Inc.
Debbie Rogers- Jaye	Harold Washington College
Diana Rosenbrock	Collaboration for Early Childhood
Diane Scruggs	Healthy Families Chicago
Gina Ruther	Head Start State Collaboration
Jamilah Jor'dan	Chicago State University
Johnna Darragh-Ernst	Heartland Community College
Lauri Morrison-Frichtl	Illinois Head Start Association
Maria Gandara	Northside Learning Center
Marsha Hawley	Ounce of Prevention Fund
Peggy Patten	Early Childhood and Parenting Collaborative, University of Illinois at Urbana-Champaign
Sharyl Robin	Children's Home + Aid (CCR&R SDA 6)
Steven Koll	North Avenue Day Nursery
Tammy Notter	Child Care Resource and Referral (CCR&R SDA 5)
Teri Talan	McCormick Center for Early Childhood Leadership, National Louis University

**Co-Chairs*

Illinois Department of Human Services Representative:

Anne Wharff Illinois Department of Human Services, Bureau of Child Care and Development

Illinois State Board of Education Representative:

Rhonda Clark Illinois State Board of Education, Early Childhood Division

Staffed by:

Illinois Network of Child Care Resource and Referral Agencies

Funders:

Grand Victoria Foundation
Illinois Department of Human Services
Robert R. McCormick Foundation





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Funding provided by: Grand Victoria Foundation, Illinois Department of Human Services, and McCormick Foundation.
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