



Advisory Committee  
November 10, 2022

Meeting Minutes

**WELCOME AND HOUSEKEEPING**

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Dr. Jamilah Jor'dan, Executive Director of the Governor's Office of Early Childhood Development, welcomed everyone to the meeting on behalf of co-chairs and advised of the Open Meetings Act guidelines and that the meeting is being recorded and materials will be available on the Consortium website ([www.ecace.org](http://www.ecace.org)). Jor'dan specified the public comment process and reviewed the Ground Rules and Guiding Principles established by the committee. Jor'dan reviewed the meeting agenda. Jor'dan turned the meeting over to Dr. Stephanie Bernoteit from the Illinois Board of Higher Education.

**COMPETENCY-BASED INNOVATIONS**

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Dr. Stephanie Bernoteit highlighted the growing trend nationwide that has led to the development of competency-based assessment and learning tools. A presentation organized and led by Joni Scritchlow, Senior Director from Illinois Network of Child Care Resource and Referral Agencies, showed how five higher education programs in Illinois are leveraging a competency-based approach to address the need for flexible pathways in higher education and personalized methods that create equitable opportunities for learners.

- Scritchlow introduced Dr. Johnna Darragh- Ernst, Professor and Director of Competency-Based Pathways at Heartland Community College, highlighted work using competency map-based modules.
- Dr. Judson Curry, Dean at Kishwaukee College, explained how his institution utilizes the Gateway ECE Toolbox and other online resources.
- Dr. Diane Schael, the Department Chair at the College of Lake County, described how the College of Lake County is responding to the need for courses delivered in Spanish.
- Dr. Lisa Downey, Associate Dean of Educator Preparation at National Louis University, described NLU's bridge program for educators with a Level 5 ECE Credential to earn a Professional Educator License.
- Scritchlow presented on the Infant Toddler Credential Competency-Based Education Curriculum Pilot. The curriculum will be made available to all institutions in the state in January or February of 2023.

Scritchlow introduced the state effort funded through the Preschool Development Grant Birth through Five (PDG B-5) to develop an effective system for prior learning assessment (PLA) to award college credit for work experience in the early childhood field, including PLA that uses virtual simulation. The following individuals presented on how this approach is used at their institutions:

- Dr. Lindsey Meeker, Director for the Center for Best Practices in Early Childhood Education at Western Illinois University

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- Kamilah Wilson, Assistant Professor, and Competency-Based Program Manager from National Louis University
- Dr. Marie Donovan, Director, Department of Teacher Education from DePaul University, presented on the design of a prior learning assessment instrument
- Anne Brennan, Assistant Vice President of Academic Affairs from Oakton Community College

Jill Andrews asked if a workforce member can attend a community college outside their home district if the college in their district does not offer a program model described by the presenters. Marcus Brown stated that the intention is for students to attend their local community college even if that institution uses a different model from the ones presented, but if a college does not offer a program, they would be able to attend another institution by following institutional policy agreements.

Martina Rocha thanked the institutions for making their programs accessible to workforce members who need courses in Spanish.

### STATE WORK AND COMPENSATION

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A presentation led by Karen Yarbrough discussed the state-led efforts to increase compensation of the early childhood workforce. Yarbrough emphasized the importance of increasing compensation in conjunction with upskilling the workforce with additional credentials and degrees. She noted that increased compensation also motivates workforce members to go back to school. The presentation included the following presenters and topics:

- Dr. Theresa Hawley and Maya Portillo from the Center for Early Learning Funding Equity discussed their work addressing compensation, focusing on the development of comprehensive salary scales that capture the true cost of providing high-quality child care and the competitive salaries needed to attract and retain qualified individuals in this field.
- Dr. Anita Ramage and Tom Layman from the Governor's Office of Early Childhood Development discussed the ExceleRate Child Care Center Pilot Project, which uses contracts and a salary scale to support a stable, adequate, and well-qualified staff that owns continuous quality improvement.
- Yarbrough explained the Strengthen and Grow Childcare Grant, which has provided significant up-front funding for licensed childcare centers and homes and requires at least 50% of the funding on increased staff wages, bonuses, benefits, or other new staffing costs. Yarbrough explained that the Illinois Department of Human Services Division of Early Childhood is working to develop a recommendation for the Governor's Office on a sustainable contract-based childcare funding mechanism to improve the supply, quality, and stability of child care in the state by increasing compensation to staff across the industry and supporting more robust staffing patterns.

Jill Andrews and Ashley Harms commented on the success they have experienced as providers working with the ExceleRate pilot program.

### REVIEW AND APPROVE MEETING MINUTES

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Brian Durham advised that the members should have received the minutes and asked for approval. Avis Proctor moved to approve the minutes and Ashley Harms seconded the motion. Durham asked Christi Chadwick to do the roll call vote for approval of the previous minutes. Members voted to approve the minutes as follows.

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| 1. Alicia Geddis, Yes                           | 20. Kate Connor, Yes                            |
| 2. Ashley Harms, Yes                            | 21. Ken Trzaska, Absent                         |
| 3. Avis Proctor, Yes                            | 22. Kimberly Mann, Yes                          |
| 4. Brian Durham, Yes                            | 23. Lauri Morrison-Frichtl, Yes                 |
| 5. Carmen Ayala, Yes                            | 24. Laurie Elish-Piper, Delegate attended       |
| 6. Carolyn Beal, Yes                            | 25. Leslie Mckinily, Yes                        |
| 7. Cristina Pacione-Zayas, Yes                  | 26. Lisa Downey, Yes                            |
| 8. Dale Fowler, Absent                          | 27. Martina Rocha, Yes                          |
| 9. Emnet Ward, Absent at time of vote           | 28. Maurice West II, Absent                     |
| 10. Evelyn Osorio, Yes                          | 29. Meredith Palmer, Yes                        |
| 11. Francis Godwyll, Yes                        | 30. Michael Kim, Yes                            |
| 12. Ginger Ostro, Yes                           | 31. Michael Marron, Absent                      |
| 13. Jamilah Jor'dan, Yes                        | 32. Mike Shackelford, Absent at time of<br>vote |
| 14. Jennifer Buchter, Absent at time of<br>vote | 33. Rebecca Vonderlack-Navarro, Yes             |
| 15. Jill Andrews, Yes                           | 34. Rochelle Golliday, Yes                      |
| 16. Jim Reed, Absent                            | 35. Stephanie Neuman, Yes                       |
| 17. Joi Patterson, Yes                          | 36. Stephanie Schmitz-Bechtler, Yes             |
| 18. Joni Scritchlow, Yes                        | 37. Susan Orozco, Yes                           |
| 19. Karen Yarbrough, Yes                        |   |

#### **PUBLIC COMMENT**

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There was no public comment.

#### **NEXT STEPS**

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Durham concluded by reminding everyone the next meeting will be on February 21<sup>st</sup>, 2023. Durham thanked presenters and contributors for the important and relevant information and asked if any other co-chairs would like to make any concluding comments. Ginger Ostro advised that she saw Julia Auch's hand up. Auch advised that she was here representing Northern Illinois University in Laurie Elish-Piper's absence. Durham advised that it would be noted and concluded the meeting.