



GATEWAYS TO OPPORTUNITY

Illinois Professional Development System

PDAC Financial Supports Committee Telenet

August 22, 2013

10:00 AM – 11:30 AM

- **Welcome/Intro – Debbie Jaye**
 - In attendance - Robert Hitchen, Amanda Cardin, Janice Moenster, Debbie Jaye, Steve Koll, Rebecca Livengood, Bob Hughes
 - Talked about upcoming meeting dates. Our next meeting date is October 3rd but we need to shift that.
 - Rebecca will send out a couple additional dates for committee members to reply to and then we will choose a date based on one the majority of members can attend.
- **Updates – Joni Scritchlow**
 - Steve Koll has had to step down as co-chair of this committee, based on a new commitment that he has taken on. He will remain as an active member of the committee.
 - We are looking for a new co-chair that will also sit on the steering committee.
 - If you have suggestions for a new co-chair please share with Rebecca at rlivengood@inccrra.org.
 - Co-chairs are chosen based on multiple items including experience and representation.
 - We often look to existing committee members as well.
 - Joni gave update on recommendations that were sent forward from financial supports and PDAC to ELC program standards and quality.
 - Our recommendations have taken a lower priority based on the federal money coming from RTT and the work that has to be done around that money.
 - The work plan of the program standards and quality committee does still have a dot point to convene this group to review these recommendations.
 - At the September Program standards and quality committee they are hoping to make some priority decisions, and then our financial supports committee should have more direction and timeline for future.
 - Can we still move forward on some pieces of this, even if the ELC has placed it on the back burner?
 - Maybe we spend time on how do we present information, and what might we put in front of this group to help them become informed. What platform should we speak from to educate this group, and in turn this could help the ground work of a white paper in the future.
- **Committee Goals – Debbie Jaye**
 - **Go through each goal and then prioritize and look at what we want to work on first.**
 - **Under goal 1, Objective 1**
 - We always need to include information that speaks to the fear it might create.
 - City of Chicago has already placed salary requirements for lead teachers, so this is already happening in some areas.

- Maybe think about what this larger committee is going to need to see to help get them on board
 - Qualifications to wage... can we pull information based on lead teacher in different sectors.
 - Salary & Staffing Survey data exists – what do we need to pull out of there to help support the story.
 - The disadvantage is there is no context, based on wages in the country, and those with similar comparisons.
 - Is this a country wide issue in every state? The answer from the committee is yes, no one has figured this out.
 - We push for higher education, and credentials but we don't pay them anymore.
 - We must make sure we have representation on that ad hoc committee
 - Making sure we take everything we worked on so far and put it into a sleek presentation ready format
 - Under goal 1, Objective 2
 - This is really on hold until the additional group is formed.
 - Under Goal 2, Objective 1
 - Looking for programs that are doing out of the box ideas to improve professional development of their staff.
 - No one is specifically searching these out now, but the CCR&R System would be a good place to start.
 - Suggestion was made to look into what people are doing with their QRIS add-ons, and if they are using them for professional development.
 - Under Goal 2, Objective 2
 - Is there data around barriers? Do we need to collect this data?
 - PDA research based around barriers
 - **Action:** Talk to Joellyn about barriers research and getting something that the committee can review.
 - Look at possible meeting with higher ed about priori debt and not being able to get a transcript.
 - Under Goal 2, Objective 3
 - There are three different states in the country that are using tax credits to teachers that work in QRIS rated programs, and employer tax credits if they contributed in a financial way to QRIS rated programs
 - Do we still look at this as we move into a new system? Or are we too late?
 - Under Goal 3, Objective 1
 - Maybe look at this for an in person meeting, and look at each program and who cannot access it
 - Maybe look geographically at who is not using services.
 - Under Goal 3, Objective 2
 - Once objective 1 is done, look at what funding and resources would be needed to expand a service, if needed.
- **Article Discussion- Debbie Jaye & Bob Huges**
 Please take a moment to read the article at the link below before the meeting. Full report will be emailed to committee as an attachment.

http://earlyed.newamerica.net/blogposts/2013/promising_trends_but_discouraging_numbers_in_early_childhood_education_workforce-8707

- Using census data a core group of academics look at education and salaries. They break it down by school based, center based, and home based.
 - In 1990 less than 40% had some college; in 2012 60% had some college.
 - 1990 home based; less than 30% had some college, by 2010 it's up to 50%
 - In turnover for the whole group - 1990 turnover was 30%, in 2010 it has dropped to 25%
 - We should be proud of these numbers, and the efforts we have done to increase professional development
 - 2007 bad economy, particularly among home based providers, saw a large increase of people leaving the profession. People losing jobs not needing child care and this is among the lowest paid profession, so they looked to other jobs.
 - Income mean hourly earnings, full time as a group 1990 \$8.00/hr, in 2010 \$12.00/hr
 - School based is the highest paid \$17-\$18/hr. range, and home is the lowest at less than \$10/hr.
 - 1990 mean annual earnings \$11,000 to \$16,000 in 2010 (a 51% increase), low wage workers were 17% so child care is increasing more rapidly than low range. However the low range is making twice what early childhood is making in 1990. So we are still behind in wages, and have not caught up.
 - Child care workers are still being paid substantially lower than what the census considers low wage workers.
 - **Action:** Rebecca to send links to you tube videos around this information.
 - Here is the 4 minute overview: http://www.youtube.com/watch?v=WD1ttD8rODM&list=PLodY_9pKqUQkj2PYIx5nF0nXvfgloMFua&index=1
 - Here is the full discussion (about 1.5 hours): http://www.youtube.com/watch?v=I4M1_YCXB18&list=PLodY_9pKqUQkj2PYIx5nF0nXvfgloMFua&index=4
- **Working with other committees – Debbie Jaye**
 - Data/Information needed from other committees
 - Goal 1 – will need some data
 - Goal 2 – can we pull some of this from the R&R
 - Goal 3 – in person meeting
 - Let's look to what we can pull in house, and then Debbie will reach out to other committees, after we decide what we need.
 - **Rebecca will send out a way for committee members to vote on goals/objectives for priorities**

Adjourn

