



# GATEWAYS TO OPPORTUNITY

Illinois Professional Development System

## **PDAC Financial Supports Committee**

March 14, 2013

10:00 PM - 12:00 PM Telnet

### **Telnet call in information:**

**Phone: (866) 951-1151**

**Conference: 1099578**

### **Minutes**

#### **10:00 Welcome – Debbie Rogers-Jaye & Steven Koll**

**In attendance: Robert Hitchen, Rebecca Livengood, Donna Emmons, Steve Koll, Janice Moenster, Debbie Rogers-Jaye, Bob Hughes**

**Feedback from Steering Committee on Financial Supports Goals & Objectives** Goals and objectives were discussed at steering and feedback was good.

- We need to look at how our goals and objectives mesh with other committees, especially for overlap.
- Steering liked that objectives were measureable, as many committees were not.
- The only change that was made from our goals and objectives from our last telnet to today is that in goal 2 we added the words financial supports after investigate. So goal two now reads
  - Identify and prioritize successes & barriers and investigate financial supports needed to successfully access professional development opportunities.
- Need to stay focused on financial supports.

#### **Overlap of Goals and objectives with other committees**

- All of our overlaps are with the Work Force Development committee.
- Green overlap- if we are assuming that people are leaving the field because of compensation, this is great research that our committee could use. We think this overlap is good and we would like WFD to do the research and share anything that comes back that could help support the Financial Supports committee.
- Turquoise overlap – WFD seems to use qualifications, education and compensation in lots of places. Would it be possible to remove compensation in most places? Compensation is one of the main goals of our committee work.
- For research look across plans to combine the research needed. It will also be important to see what research is already out there. (PAS – has possible data and the Work Environment Survey, Participants in taking charge of change use that, so they would have data from each year.)

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- In workforce supports, under first objective what specifically are they talking about? Since our committee is also looking at supports, are we looking at the same supports? Could we possibly review the WFD survey or research before it is sent?
- **ACTION:** Steve and Debbie will share this information back with the WFD co-chairs.
- Do we add a mandatory survey as people renew for the registry to gain some of the research we are looking for?
- There are two issues to compensation 1. Are people paid enough initially for existing qualifications? 2. If you want to increase your compensation you need to increase your professional development? WFD may be more focused on the 2nd and our committee on the first.
- Our field is often not able to pay what the qualifications are actually worth.
- Focus on the policy aspect of the goal, we must look at the bigger picture and not loose site of the work that has been done.
- We have to make sure that fair compensation does not mean closure of business based on a mandate.
- Need to be clear that we do not mean mandates for higher salaries but we can't let that inhibit us from looking at the situation and finding creative solutions.
- How do we pull in other committees to broaden the lens, since we are only coming at it from the back end with compensation?
- Where might the money come from to pay higher wages?
- One example is woman making similar wages to men. When this idea was first introduced, society probably assumed this was impossible, however look where we are today.
- Look to involve the business community into this conversation. Look who benefits and involve them into this conversation.
- Businesses want to fund non-profits and our industry is complex.
- We need to look to outcomes vs. profit and nonprofit. Could outcomes help us gain new partners.
- Was exciting to hear the president address early childhood and outcomes.
- The argument has to be made first, and then we grow a movement towards changing things.

### **Prioritize our Goals & Objectives**

- Update on the process for the ad-hoc committee that is being built within the Program Standards and Quality committee of the Early Learning Council.
- The important thing here is what we actually have time to do, knowing we meet about every other month as a group.
- The committee decided that Goal 1 is our priority.
- What about producing a white paper around compensation using data and outcomes. Committee would like to list this as an action step under Goal 1.
- Committee believes 2 and 3 are in the right order.

### **Vote on goals and objectives**

- Committee approved Goal 1 and objectives, however got stuck on Goal 2 with the third objective and ran out of time. We will look to possibly revise objective 3 at the next meeting.

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**Begin building action steps and timelines – Steven Koll**

- Committee wrote in action steps for Goal 1, objective 1.
- Committee decided they will continue to work on action steps by email.

**Next steps for strategic planning**

- The committee need to approve goals, objectives and complete action steps by April 19<sup>th</sup>
- Goals and objectives are final; action steps are fluid and can be changed throughout the plan.
- There is a chance we will have a short committee meeting at the April 12 PDAC meeting, but this is not for sure.
- If we do not have this meeting time, we will possible have to schedule another telnet.

**12:00 Adjourn****Upcoming PDAC meetings:**

**Friday April 12<sup>th</sup> in Bloomington, IL**

**Friday, June 21<sup>st</sup> in Bloomington, IL**



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