



EVERY CHILD READY CHICAGO
October 18, 2022



Welcome & Introductions

Please share your name, organization,
and title in the chat

Ice Breaker

If you could be a cartoon character or
a superhero who would you be?



Housekeeping Items

1. Remember to keep your mic on mute
2. Be open and respectful of all collaborative voices
3. Please place all questions in the chat



Introductions



Candace Moore
Director of Early Learning for the Mayor's Office



Edna Navarro, Birth to Five Illinois
Regional Manager Chicago 1-A



Agenda

- Welcome and introductions
- Review ECRC vision statement
- Purpose and role of ECRC
- Review ECRC work to date
- Plans and priorities for FY23
- Proposed governance structure
- CECIDS (Christina Krasov)
- Workforce (Sandy De Leon)
- Birth to Five Illinois
- Announcements and Q&A
- Adjourn

EVERY CHILD READY CHICAGO VISION

Every child in Chicago can thrive within well-supported families, effective programs, and well-resourced communities so they grow strong, live joyful lives, and realize their greatest potential.





Purpose, Role, and Goal of ECRC

Purpose

- To build a coherent prenatal to five system that provides equitable access to the supports and services families need.

Role

- Advise the Mayor's Office, Chicago Public Schools, Department of Family and Support Services and other relevant city agencies on priorities and activities related to building a strong early learning system in Chicago.
- Provide a space for transparent and timely sharing of information and resources.
- Provide a platform for supporting collaboration across the early childhood community in Chicago

Goal

- Co-design a strategic plan for implementation of a strong system that ensures equitable access to quality services and positive outcomes for all children.



ECRC: Where We've Been

- COVID-19 Pandemic (March 2020-present)
- ECRC Working Group Launch (August-November 2020)
- ECRC Landscape Summary and Strategy Map Completed (April 2021)
- State Regional Council Announcement (April 2021)
 - ECRC postpones strategic planning in order to ensure alignment with new state initiative
- Major Landscape Shifts (Summer 2021)
 - New Head Start Awards announced
 - Leadership Transitions in the Mayor's Office
- Family and Community Engagement Committee Convened (Fall 2021-Spring 2022)
 - Final recommendation presented to Mayor's Office and Birth to Five Leadership for consideration
- ECRC/Birth to Five Launch (April 2022)
- Period of Staffing and Planning for ECRC/Birth to Five (April 2022-October 2022)
- Reconvening ECRC/Birth to Five (October 2022)



ECRC: Where We're Going Next: FY23

- Establish regular meeting cadence
 - ECRC Advisory Council Quarterly
 - Executive Committee - Monthly
 - Committee - Monthly
- Finalize ECRC Governance Structure
 - Form working committees, nominate, and appoint co-chairs
 - From Executive Committee
- Set priorities
 - Co-construct a one-year action agenda that identifies short-term projects to support the field
 - Establish a strategic plan timeline
- Collaborate with Birth to Five Illinois on Regional Scan for the state
 - Finalize selection for Family and Action Councils



Proposed Governance Structure





CECIDS

Chicago Early Childhood
Integrated Data System

CECIDS 101

What is CECIDS?



- CECIDS stands for Chicago Early Childhood Integrated Data System
- It is a cloud-based platform for efficient, timely analysis and reporting of integrated EC data
- It builds on successes of Data Warehouse and CPS/DFSS data integrations
- It relies on an innovative Public/Private Governance model involving multiple ‘Data Governors’
- It is an ongoing effort that will help ensure broader use of early childhood data – from parents to providers to advocates.

Why CECIDS: Using data to improve systems for all Chicago children



For Children

We need to more closely target childhood outcomes and the prerequisites that go into achieving those outcomes

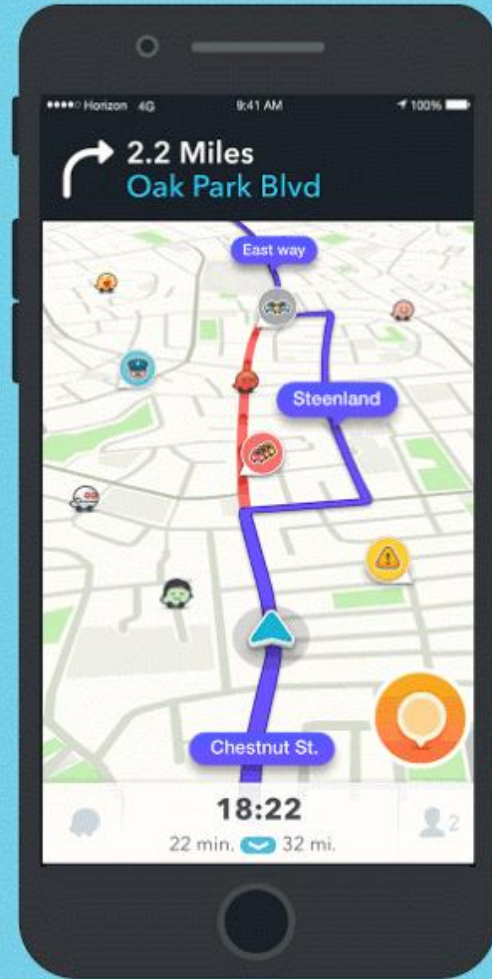
- We know we have **access deserts** in certain neighborhoods, especially for infant / toddler programming
- We know that Chicago's early childhood system at large prepares **only 28% of children** adequately for school*
- Despite millions in public dollars spent annually for early childhood in Chicago, **there is no consistent, actionable measure of quality**
- There is an early childhood **teacher shortage**
- **Parents do not have necessary tools** to decide what program is best for their child

For Communities

Chicago communities need complete and accurate early childhood data in order to maximize and equitably drawdown additional city, state, and federal dollars

- City Hall can use CECIDS data to inform the early childhood allocations in the **future city budgets**.
- The Governor's office for Early Childhood has projected the need for \$12B annually for early childhood across the state.
- Whether through competitive grants or large-scale legislation, there may be **opportunities for additional federal funds**, if Chicago is prepared.

CECIDS is
not just a
'data
warehouse,'
but a **smart,
new
platform**





CECIDS requires a **three-pronged infrastructure**

CECIDS is changing the data landscape through...

In 2022-23, the focus is...

Public / Private Governance

Creating **comprehensive stewardship of child outcomes** through public / private governance



Modern Technology

Leveraging **modern technology** with integrated, timely data to inform solutions



Connecting Data to People and Communities

Leveraging the Data Governors leadership in early childhood to begin generating citywide demand for **using data** towards better childhood outcomes and elevate community and family voices to understand underlying causes

Catalyzing additional private & public investments to **sustain** CECIDS in 2023+

2022 CECIDS Timeline



WINTER

Legal Agreements executed

Identify and ingest data into secure NIU cloud DW

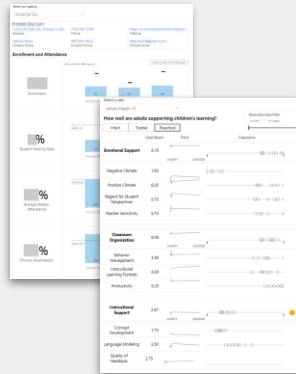
Install existing 3Si code

Preview initial data tools

Inform stakeholder engagement plan with those data tools

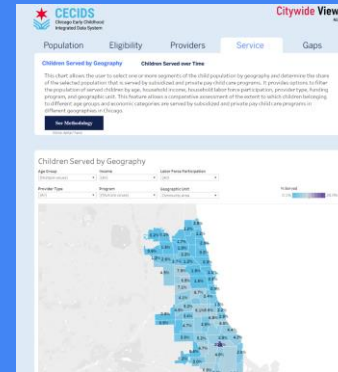
SPRING

Operational dashboards turn on



FALL

Citywide views become available



FALL/ WINTER

Conduct follow-up series to inform next generation of data tools

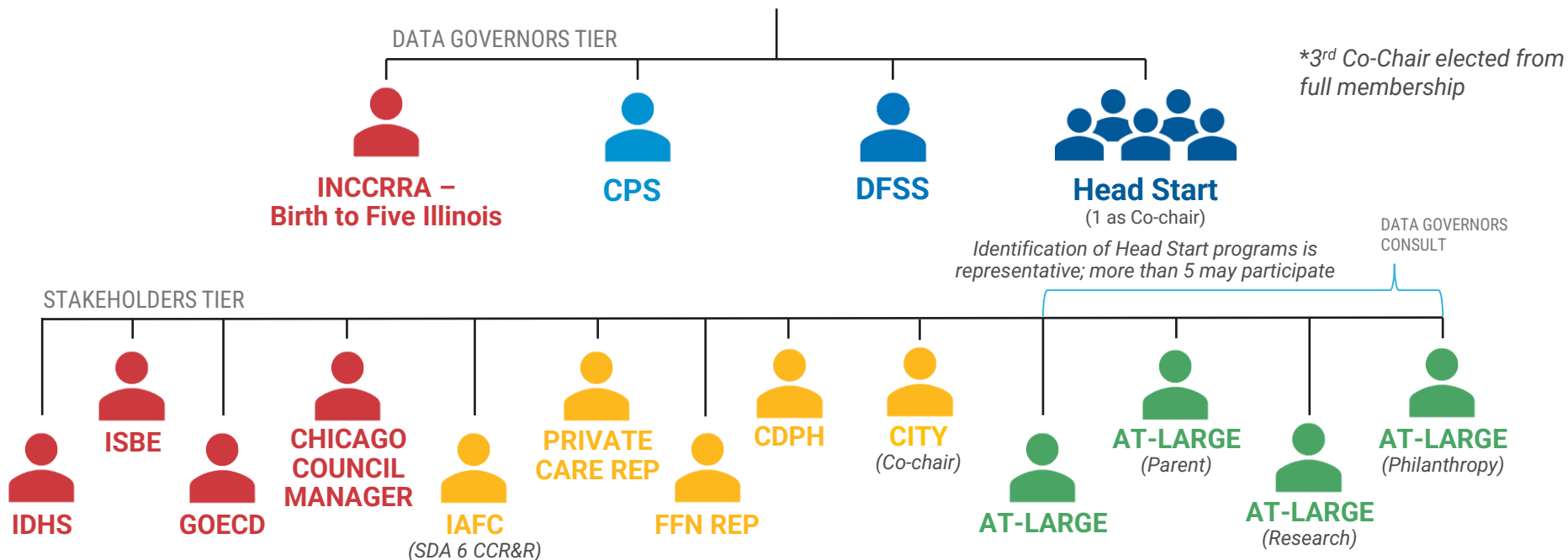
Begin refining data tools based on stakeholder feedback

CECIDS initial data products
(contingent on data availability)

CECIDS Executive Committee



CECIDS Technical Infrastructure
NIU as Technical Administrator



CECIDS Delivery Team



CECIDS Technical Infrastructure

NIU as Technical Administrator



NORTHERN ILLINOIS UNIVERSITY

NIU P-20 Research and Data Collaborative

Division of Outreach, Engagement and Regional Development



Education Systems Center

NORTHERN ILLINOIS UNIVERSITY

SHAPING & STRENGTHENING EDUCATION & WORKFORCE SYSTEMS



NORTHERN ILLINOIS UNIVERSITY

Illinois Interactive Report Cards

3Si

CK Impact Strategies

Guiding principles

As Chicago institutions and entities committed to using data to achieve better early childhood outcomes, we agree to the following guiding principles that describe the human capital, commitment, and effort it takes to translate the data into meaningful policy and practice change.

Comprehensive

Pursue greater visibility into the needs and experiences of *all* children birth through five in Chicago.

Equity

Use data as a powerful tool to achieve more equitable outcomes for children, and more equitable distribution of resources where they are needed most.

Inclusive

Ensure that the voices of communities and families are integrated into the effort throughout, from informing the measures selected, the collection of data, to creation of research agendas, to governance, to usage.

Trust

Build trust in a data governance model with well-defined roles and decision-making protocols, as well as clear and transparent processes for ingesting, analyzing, and sharing data with stakeholders.

Accessible

Ensure data are made available to all early childhood stakeholders, including families, program administrators, funders, advocates and policy-makers, in ways that are most valuable to them.

Transparent

Establish a clear and transparent delineation of what data, statistics, and findings can be shared publicly to the extent allowable under state and federal law.

Innovative

Leverage the latest technology to allow greater real-time access to data across the system in forms that are accessible and actionable.

Capacity

Build data literacy and analytic capacity, at all levels, to contextualize information and identify root causes of inequities.

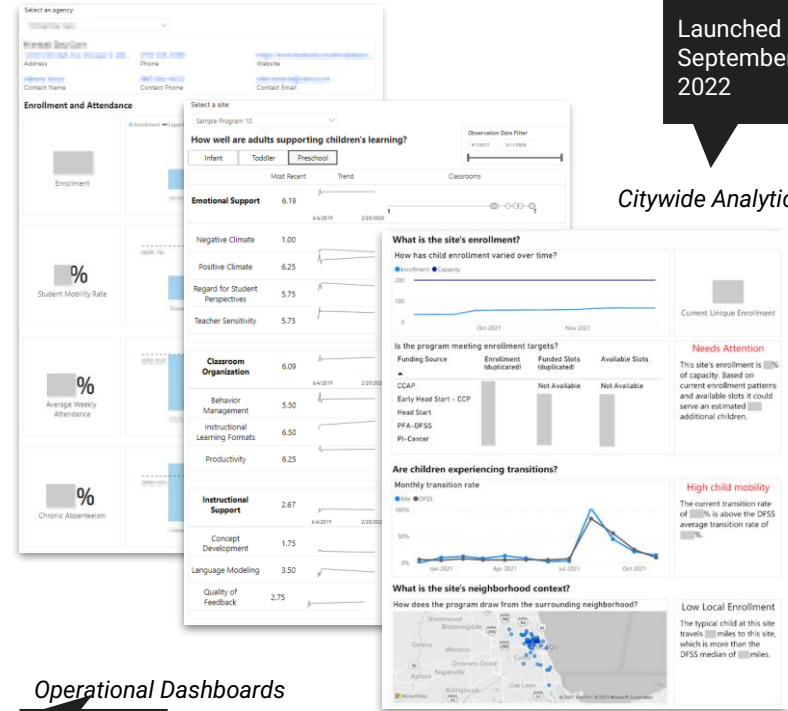
Improvement

Promote use of data for continuous quality improvement to track outcomes and achieve goals and support policy and practice priorities

2022 CECIDS Data

Modern technology to create integrated, timely data that informs solutions

- Building a secure analytical environment in the cloud
- Reducing redundant data entry to improve data quality
- Implementing shared APIs / data portals for more streamlined data acquisition and integration
- Deployed two initial data products in 2022



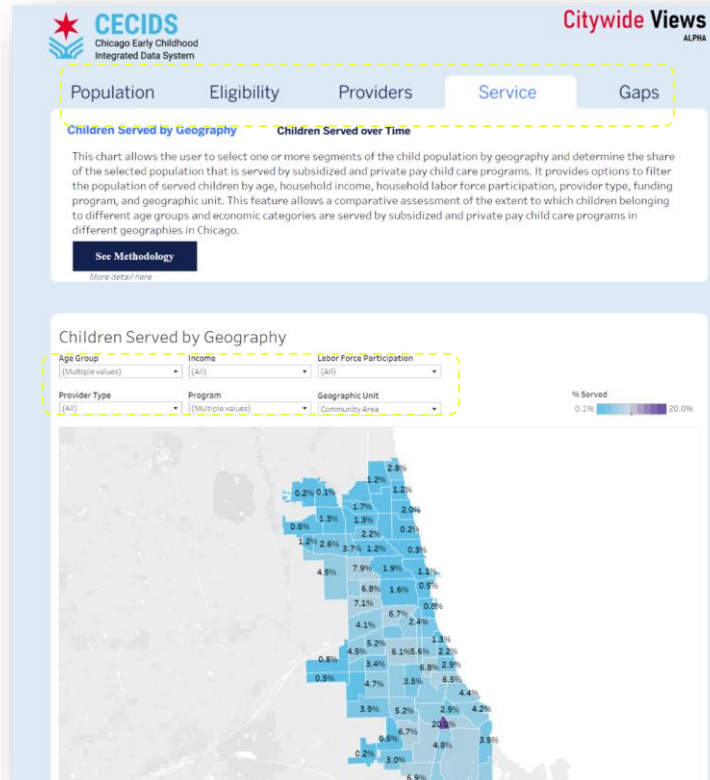
Launched
September
2022

Citywide Analytics

Operational Dashboards

Launched
May 2022

Citywide views



CECIDS Data Elements (high-level)

Population Data	Service Data	Provider Data
<p>Census data helping to define each neighborhood's population and their related demographics.</p> <ul style="list-style-type: none"> ● Location ● Age ● Income ● Labor force participation 	<p>Child level records from Head Start grantees</p> <ul style="list-style-type: none"> ● Enrollment ● Funding details ● Attendance ● Assessment results (TS Gold and CLASS) 	<p>Provider data from Head Start grantees</p> <ul style="list-style-type: none"> ● Site details ● Funded slots ● Staff information
	<p>Child level records from Chicago Public Schools</p> <ul style="list-style-type: none"> ● Enrollment ● Attendance ● Assessment results 	<p>School information from Chicago Public Schools</p> <ul style="list-style-type: none"> ● School detail
	<p>Aggregate subsidy records from IDHS</p> <ul style="list-style-type: none"> ● Enrollment counts by age and provider 	<p>Provider data from IDHS</p> <ul style="list-style-type: none"> ● Address and name ● Licensed capacity
		<p>Provider data from the DCFS Sunshine database</p> <ul style="list-style-type: none"> ● Licensed provider information from the public portal
		<p>Provider data from INCRAA</p> <ul style="list-style-type: none"> ● QRIS

Employer Council of

Early Childhood

WORKFORCE PARTNERSHIP

ECRC Meeting

OCTOBER 2022

EMPLOYER COUNCIL

Chicago Early Childhood Workforce Partnership Co-Chairs:

Anita Andrews-Hutchinson

Chief Operating Officer at It Takes A Village

Bela Moté

Chief Executive Officer at Carole Robertson Center for Learning

Leslie McKinily

Interim Chief, Early Childhood Education at CPS

Employer Council Members:

ADA S MCKINLEY COMMUNITY SERVICES INC

ASIAN HUMAN SERVICES

CHICAGO COMMONS ASSOCIATION

CHILDREN'S HOME & AID SOCIETY OF ILLINOIS

CHRISTOPHER HOUSE

CONCORDIA PLACE

EASTERSEALS SERVING CHICAGOLAND &

GREATER ROCKFORD

EL HOGAR DEL NINO

EL VALOR CORPORATION

ERIE NEIGHBORHOOD HOUSE

EYES ON THE FUTURE CHILD CARE

GADS HILL CENTER

HENRY BOOTH

MARILLAC ST. VINCENT FAMILY SERVICES INC

Three Key Strategies



Pathways

If we create strategic partnerships with local higher education institutions, then we can create pathways that are more affordable, achievable, valuable, attainable and ultimately lead to increasing the degree attainment for our incumbent workforce.

Increased degree attainment



Increased teacher retention



Compensation

If we advocate for teacher pay parity with CPS (and in doing so, acknowledge that pay parity requires the PEL), then we can retain and ultimately attract more teachers.

Increased Compensation



Decreased pay inequity



Pipeline

If we have better pathways to degree completion and we increase compensation, and we also create new talent channels and collectively bring awareness to opportunities then we can attract more new teachers into the profession.



CHICAGO EARLY LEARNING WORKFORCE SCHOLARSHIP



GOALS

City agencies collaborated to launch the Chicago Early Learning Workforce Scholarship (CELWS) initiative in 2018.



- CELWS aims to support Chicagoans and the current Chicago Early Learning workforce as they pursue coursework to earn a credential, degree, endorsement, or licensure to work with young children (birth through Pre-k) and families in Chicago Early Learning programs.
- The scholarship serves an important role in Chicago's efforts to expand access to early learning across the city and build a more robust workforce that can help Chicago expand high quality early learning programs.
- CELWS provides recipients with meaningful career pathways through partnerships with Institutions of Higher Education, which also offer students personalized supports as they navigate their desired course of study.

ECE Workforce

ECE Workforce

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City partners/funders



CELWS Administration team



CELWS Screening team



IHE Partners- Scholarship Advising teams



HOW DOES CELWS WORK?



- **Eligibility:** Chicago resident OR current Chicago Early Learning program staff
- **Amount:** The scholarship will serve as a “last dollar” scholarship, meaning it will cover everything that students’ federal grants and other scholarships do not cover.
 - Tuition & eligible fees at 100%
 - Books up to \$250/course
- **How to Apply:** During the open period, applications are completed on the *Chicago Early Learning* website. Once complete, the applicant will receive follow-up as opportunities become available.
- **Education Partners:** CELWS awardees are matched to a specific program at one of our partner institutions based on highest degree or licensure attained and the type of program the applicant is seeking.
- **Work Requirement:** Chicago Early Learning Workforce Scholarship recipients must commit to work in a Chicago Early Learning (CEL) Program (DFSS-funded community-based organization or CPS birth through Pre-K program) for a minimum of three years after completion of their degree or approved academic program.

IHE PARTNERS & AVAILABLE ACADEMIC/DEGREE PATHWAYS

- Basic & Advanced Certificates
- Associates Degree
 - Child Development
 - Human Development & Family Studies
 - Social Work
- Bachelors Degree (AA to BA)
 - Early Childhood Education- W/or w/out Licensure
 - Infant-Toddler Studies
 - Applied Education Studies
- Coursework to earn:
 - Endorsements
 - Gateways Credentials
 - Transfer to 4-year
- Alternative Licensure (ALP)



CELWS BENEFITS

- 1:1 Scholarship Advising at IHE you will attend
- Support from CELWS Admin team & Screening team (INCCRRA)
- AA → BA Continuum Scholarships
- Gateways Credentialing fee coverage (upon graduation/completion)
- Communication from CELWS post-graduation/completion
- Access to *CELWS Scholar community*
- *Career opportunities- Placement and Job Fairs*
- *Networking Events*



FAQS

- Q: When do I apply for a Chicago Early Learning Workforce Scholarship?
- A: All applications will open mid-January for the following academic year.
- Q: How long may I participate in the Chicago Early Learning Workforce Scholarship program?
- A: CELWS will support awardees through Academic program/Degree attainment, contingent on funding, as long as students meet following requirements:
 - Maintain Good Standing and Continued Enrollment at your selected college/university
 - Earn a GPA of 2.0 or higher
 - Commit to work in a birth through Pre-K Chicago Early Learning Program (community-based organization or Chicago Public School) for three years after completion of the academic program or degree
- Q: How many credits can I be registered for?
- A: Maximum of 15 semester hours or 23 quarter hours per term.



CELWS BY THE #S

SNAPSHOT



CELWS BY THE #S: 2021-22 ACADEMIC YEAR

- Engaged
 - 552
- New awardees
 - 142
- Degrees and Academic pathways completed
 - 192
- Associates → Bachelors Transfer Scholarships awarded
 - 32
- Endorsements (ESL, ECSE, SPED, ECE) Scholars are eligible to earn
 - 46
- Gateways Credentials (ECE, FSC, ITC) eligible to earn
 - 118
- Content exams passed for Licensure
 - 80
- Retention across years
 - 82%

TRANSLATING GRADUATIONS/COMPLETIONS

2021-22 Academic Year*	#	%
Associate degree	43	24.16%
Bachelor's degree	52	29.21%
College Certificate	42	23.60%
Masters	3	1.69%
Alternative Licensure program	38	21.35%
Total	178	



2021-22 Academic Year*		
Gateways Credential equivalency for degrees/certs		
ECE Level 2	18	15.25%
ECE Level 3	3	2.54%
ECE Level 4	20	16.95%
ECE Level 5	55	46.61%
FSC Level 2	2	1.69%
FSC Level 3	0	0.00%
FSC Level 4	4	3.39%
FSC Level 5	1	0.85%
ITC Level 3	0	0.00%
ITC Level 4	0	0.00%
ITC Level 5	15	12.71%
Total	118	

Endorsements		
English as a Second Language (ESL)	30	65%
Early Childhood Special Education (ECSE)	3	7%
Special Education	10	22%
Early Childhood Education (ECE)	3	7%
Total	46	

*Not inclusive of coursework-only completions - 14

SUCCEED EVERY DAY AT CCC

get inspired

Whether they are working toward further college and a career, preparing for the GED, or learning English. Learn more about some of our students and get inspired.

Explore Success Stories

Chicago Early Learning Workf

ORDER BY **Most Likes** Most Views CATEGORY FORMAT



Charlene Barrios

Patience. Patience. Patience. That is the main word that comes to mind when Charlene Barrios is...

[Read More](#)



Joseph Rosa-Molina

Joseph Rosa-Molina knows he is one of the outliers within the early childhood education field. Most...

[Read More](#)



Charlette Smith

Charlette Smith first decided she wanted to become a teacher when she was in sixth grade...

[Read More](#)

Alumni

DEC 30

8



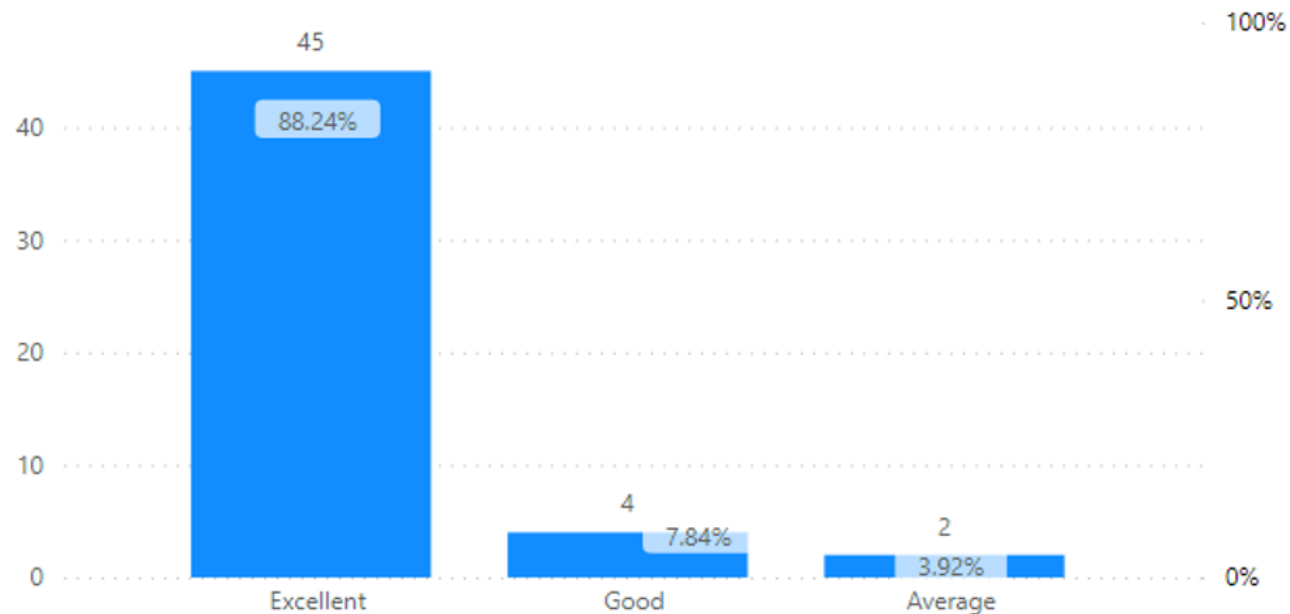
WHO IS CELWS?

WHO IS CELWS?

- 95% identify as Non-White
 - 92% identify as Black/African American or Hispanic/Latino@x
- Average age is 40
 - Mode is 34 years old
- 96% identify as female
- 67% employed at CEL site vs 33% not CEL-employed (prospective workforce)
 - 51% CBO (DFSS site funded)
 - 16% CPS

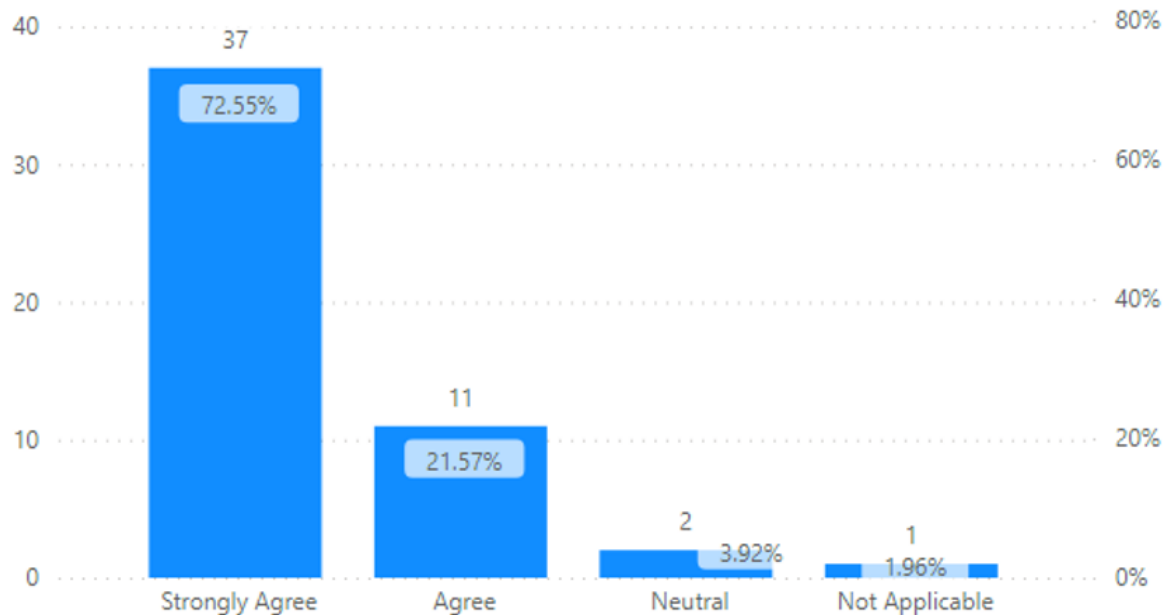
HOW WOULD YOU RATE YOUR OVERALL EXPERIENCE THROUGHOUT THE CELWS PROGRAM?

How would you rate your overall experience throughout the CELWS progra...



OBTAINING THE SCHOLARSHIP WAS THE MAIN FACTOR IN DECIDING TO BEGIN OR CONTINUE MY EDUCATION

Obtaining the scholarship was a main factor in deciding to begin or co...



WHAT WAS YOUR MOST POSITIVE EXPERIENCE(S) WITH THE CELWS PROGRAM?

- “It gave me the freedom to continue my education without the stress of figuring out the finances.”
- “Everything! Resources and mentorship. Scholarship funding”
- “ I would not have been able to attain my education had it not been for the scholarship”.
- “ I had the opportunity to acquire new knowledge that will help me provide better educational experiences”
- “The support of the professors while navigating through the program and meeting future teachers.”
- “The support and plethora of resources offered to use in the learning environment for the children.”

WHAT'S TO COME...

- Mapping across 77
 - Employment & Residency
- Work commitment data
 - Completion across years
 - Sites of employment
- Employment results- Changes across:
 - Settings
 - Sites
 - Salary
 - Promotions – positions
- Build capacity to work on career exploration & placement
- Explore strategies to increase retention and recruitment into workforce
- Increased exposure & awareness
 - External
 - Internal
- Networking opportunities

Advance Your Career in

Early Childhood Education

At No Cost to You!



Current Chicago Early Learning (birth through Pre-K) staff and Chicagoans interested in becoming early childhood educators, the Workforce Scholarship will match you with the right higher education program for you to earn one of the following:

- **Basic & Advanced Certificates**
- **Associates Degree**
- **Bachelor's Degree**
(Associate to Bachelor pathway)
- **Professional Educator License-Alternative**
(Alt-PEL)
- **Coursework to earn:**
Endorsements
Gateways Credentials



Learn more and apply at
ChicagoEarlyLearning.org/Scholarships

Avance en su carrera en

La Educación de la Primera Infancia

¡Sin costo para usted!



Personal actual de Chicago Early Learning (desde el nacimiento hasta el pre kínder) y habitantes de Chicago interesados en convertirse en educadores de la primera infancia, la Beca de la Fuerza Laboral lo conectará con el programa de educación superior adecuado para que pueda optar por uno de los siguientes:

- **Certificados Básicos y Avanzados**
- **Título Asociado**
- **Licenciatura/Título de Bachillerato**
(Ruta Asociado a Licenciatura)
- **Licencia Alternativa de Educador**
(Alt-PEL)
- **Cursos para obtener:**
Aprobaciones
Credenciales de Gateways



Infórmate y aplica en
ChicagoEarlyLearning.org/Scholarships

Birth to Five Illinois Region 1-A

- Staff Introductions
- Council kickoff (purpose, member engagement, etc)
- Council selection
- Family Council recruitment
- More info visit

<https://www.birthtofiveil.com/regionla>

- Sign up to receive updates [here](#)



www.birthtofiveil.com





Next Steps

- Next meeting is in January
- Between now and then expect:
 - Regular meeting cadence
 - How to sign up for committees
 - Communications from ECRC about where to ask questions, updates, etc.
 - Feedback on governance structure
- Watch for follow up information in your email and the ECRC website
 - Signing up for committees
 - Distribution list
 - Feedback surveys



Thank you!

Please put your contact
information in the chat