

Early Childhood Education  
Advisory Committee Meeting

October 2, 2020 @ 8:00am | Meeting called to order by Jud Curry @ 8:00am.

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## In Attendance

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### Members Present:

Jami Nguyen, Land of Learning Childcare  
Steve Kimmel, 4-C  
Tina Holtz, Instructor, DeKalb High School

### KC Members Present:

Jud Curry, Assistant Vice President, Instruction  
Terry Lyn Funston, Director of Curriculum Development & Dual Credit  
Anna Harvey, Adjunct Instructor, Early Childhood Education  
Joanne Kantner, Vice President of Instruction  
Barbara Leach, Associate Dean, Office of Instruction  
Marie Lombardo, Director Early Learning Center  
Bonnie Miller, Teaching Chair, ACSS

Cathy King, note taker

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## Review of Last Semester Minutes (Fall 2019)

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- No questions regarding the minutes from Fall 2019

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## Enrollment Results and Data Review (Fall Semester 2020)

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- Jud Curry reviewed the 10<sup>th</sup> day enrollment report.
  - As of 10<sup>th</sup> day, the College was down 14% from last year. Considering the pandemic, it was better than the College initially feared this number would be.
  - Between FA19 and FA20, ECE is down regarding the number of credits taken
    - One of the courses offered required observations. Because of COVID restrictions, many students could not fill this requirement and had to drop.
    - Anna noted that her current course is ½ way full. Her second 8-week course is completely full.
    - Joanne stated that there has been a noticeable increase from fall 2018 through the current term. Duplicate enrollment counts increased from 96 in fiscal year 2019 to 120 in fiscal year 2020. The Unduplicated enrollments increased from 65 to 85. Success rates went from 69.5% in fiscal year 2019 to 85.2% in fiscal year 2020. The

course fill rate increase from 39% in fiscal year 2019 to 62.2%. Joanne continued to note that the ECE program has almost doubled amount of net income, when looking at tuition and reimbursement from the state. Gateway alignment has really made an impact to this program. Judd stated that it is a nice reassurance that we have laid a strong foundation. Anna noted that she is getting more enrollment in 8-week classes than she was in 16-week classes. Joanne aligns this to success and retention. Students like it more compressed. Jud shared that a larger college goal is to increase availability of 8-week classes.

- The committee was invited to review the Marketing of Career Tech information independent from this meeting.
  - Jud stated that as changes are made to the program, he hopes it will draw more attention to ECE.
- Financial
  - Joanne shared that there was an increase in tuition received and in the amount of money received from the state. The net income was \$45,107.91 for fiscal year 2020. This is almost double that of the prior year. Expenses have been consistent. Key performance indicators show the program is meeting student needs. Joanne also informed the committee that ECE is one of the college's top goals.

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## Agenda Item – Program Updates

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- Update on grant opportunity for competency-based program development
  - Barbara shared with the committee that the program is partnering with National Louis University for the EEIC grant.
    - 5 institutions were invited to move forward. NIU has chosen not to move forward with the grant process, which is one of the reasons Kish has accepted the offer to partner with National Louis.
    - Full grant is worth \$4 million dollars. Kish would receive between \$50 thousand and \$100 thousand dollars through the partnership. The purpose is to:
      - Advance competency-based education in ECE courses.
      - Implement modular competency-based outcomes, which will allow for prior learning experience to be considered.
      - Increase diversity in the pipeline
    - Barbara noted that the role of ECE is to build competency-based education into the ECE program. This will present a faster pipeline for credentialing, prior experience can be recognized and it saves student money.
    - Jud noted that colleges are working collaboratively, with techniques for sharing assessment. The framework across the state is making it easy to put into place, and is very consistent throughout the institutions
  - Barbara discussed how competencies are defined with a common language state-wide for ECE.

- The ECE program at Kish includes level 2 and 3, with regards to credentials that can be offered. The new revisions through the grant will Crosswalk all previous competencies that have been part of other organizations and goals. Sample assessments tools have been built and techniques for teaching them. There is a master rubric to help assessment to help assessment. There are many new technologies that can be very useful.
  - Joanne noted that there are open source on YouTube that can be very helpful.
  - Jud stated that he is impressed with Gateways and what they put together.
  - National Louis should hear if their proposal was accepted in December. Once that is known, the next set is to embed the modules into our courses. It may require changes to offerings and descriptions, but it may not. Some student may be able to demonstrate competencies immediately. The changes will create flexibility, allowing students to move forward through certifications.
  - Jud also reminded the committee that students can complete level 4 certification through coursework in an Associate in Arts, which is something the College will want to consider with the revisions. There is no current intention to resurrect the Associate in Applied Science degree for ECE. Lisa Downey at National Louis University mentioned that Kish may want to consider adding the infant toddler credential as part the programs revision.

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## Agenda Item - Curriculum

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- ECE Course Learning Outcomes Revision
  - Barbara has spent a great deal of time working on learning outcomes across ECE aligning them with Gateways. Barbara stated that the learning outcomes will tie in with the new syllabus management software. To do this she has been looking over all outcomes. When she got to ECE, she cleaned up the language to make it more measureable. 2 courses were changed to make it possible to be articulated with IAI. Terry Lyn explained that IAI stands for Illinois Articulation Initiative. It is an agreement allowing students transferring to all public colleges and many private college in Illinois. It guarantees that general education requirements are the same regardless of the school where they there taken. Areas of specialty/major that are articulated through this agreement will allow specialized courses to transfer to the next institution as well.
  - Terry Lyn Funston discussed the intent to partner with NIU for a 2+2 Agreement in ECE. To date, she has reviewed the curriculum for ECE to see how it will fit into NIU's curriculum. NIU faculty are in the process of reviewing the information. Once approved by NIU's faculty, they will write up agreement. Hopefully, by this time next year, there will be an agreement in place. Joanne pointed out that this is a guarantee that if student take specific courses at Kish, the courses will transfer to NIU. Terry Lyn shared that this establishes a pathway for students to follow. Additionally, NIU identified some course that are 400 level that could be made 200 at Kish. Steve applauded the group for working on this seamless transfer between Kish and NIU. Joanne acknowledged that part of what made this possible is that we now have specialists in the curriculum areas, Barbara and Terry Lyn. They are a great combination that was previously lacking.

- Joanne also spoke about high schools doing competency-based education. High school students may be able to show some of the competencies prior to completing college coursework. She is very excited for a robust pathway from high school to Kish to NIU.
- Jud spoke about Kish's 2-3 years initiative, where students complete dual credit, 1 year at Kish and 2 years at NIU to get Bachelor's degree. This is another place down the line to increase opportunities for students coming straight from high school to Kish. Joanne noted that Kish will be able to look at advanced placement and dual credit with the high schools to see what will fit into ECE. Jud hopes ECE can be a show case on how to make this work.

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## Agenda Item – Industry Updates

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- Projected employer needs (employee skills and credentials)
  - Tina noted that she has seen more enrolled in the Child Development course than she has in years. She is struggling to find ways to have the lab virtually. Her internship level class was cancelled because of how virtual learning is set up at the high school. 6 students had to pick other electives. She is interested in having brochure or guest speaker once pathways are finalized. Right now, there is no Kish "end game", no degree. Parents want to see the degree game plan – a linear plan. Joanne suggested the emphasis on the importance of Gateway certifications. Also, even without an AAS in ECE, the AA degree can get students to the level of board certification. Tina stated knowing what to take to transfer on after Kish is importance. All students want to start with the goal of getting the Bachelor's degree.
  - Steve stated that ECE programs are doing an amazing job of meeting the needs of families amid COVID – cleaning, student-to-teacher ratios, reducing size. He believes the current trend of a teacher shortage has been emphasized now. There is a demand and space but many places do not have the teacher. Steve is excited to hear Tina talk about high school students interested in ECE because that is the pipeline.
  - Jami stated that Land of Learning Childcare has been looking since May for co-teachers, but many people who apply don't have the completed degree in ECE or Early Childhood Development. Very few people are applying, which makes it tricky. Things are covered for now, but not the way her facility wanted. All classrooms are open with waiting lists for all programs. Normally, there would be 110 children. Because of COVID, enrollment is limited to 77. All 6 classrooms are open. Jud inquired if having an AA or AS degree with an early childhood emphasis would be ok. Jami said that past practice has been to look for the specific Early Childhood degree.
  - Marie confirmed COVID created a kink in plans at the Early Learning Center. It took 7 months to fill a teacher position. Once this program revisions is completed, she thinks it will lead to more people completing the ECE program. "I wish when I completed the program there was an easy path to NIU. This will be great for the community and the childcare centers." Marie noted the need for well trained staff. The younger teachers are missing the piece of having difficult conversations with other staff members and parents. Barbara informed the committee that essential skills

components are something that are being worked on, but it is also an age thing. Steve agreed hard conversations are both a skill and disposition. Disposition is who you are, skills can be taught.

- Anna inquired in the committee members feel more training is needed in social/emotional/disability issues. Members agree that it would be beneficial, noting that social/emotional is big without COVID, it's even bigger now. Most centers don't have staff to pull a student out to do 1:1 Zoom with a therapist. Anything to give the teacher knowledge in disabilities would be a help
- Steve brought up a new Pyramid model, stating that it would be good to integrate into Kish classes. He thinks it will pay a big part in ECE education. Barbara provided a video link for additional information. She feels the video does a good job of explaining the model, focuses on giving all children what they need.
- Joanne asked if the committee members foresee whether opportunities will open up for students to observe in classrooms at this point, or will that remain unavailable. Maria stated that she didn't see the current status changing, Steve agreed that face-to-face training through 4C cannot be provided currently. Virtually delivering services is still being emphasized. Anna noted that it is interesting to see broader use of online. Students are more familiar with technology, Kish may be able to offer more of the courses that previously would have been though only to be face-to-face options. Sometimes, students are missing out on the practical application because of online delivery. Anna sees some students needing additional work on basic writing skills. Maria agreed that students need to have communication skills, verbal and written. Joanne stated that these sills can be added to competencies.

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## Agenda Item - Other

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- Select ECE Advisory Committee Co-Chairs
  - Jud brought to the committee's attention that there is a need to have a committee member to serve as chair or co-chair. Responsibilities include:
    - Setting agenda
    - Identify new members
    - Sharing information

Jud will put out a call for volunteers when he sends out the minutes.

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## Next Meeting/Adjournment

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*Next Meeting:* tentatively set for Friday, Feb 26, 2021 at 8:00am

If committee members have an idea, or opportunity, they are encouraged to reach out to Barbara or Jud.

Barbara will reach-out to committee members to make sure we are heading in the right direction, once the grant has been secured.

The Early Childhood Advisory Committee adjourned at 9:02am



### Chat

From Tina Holtz--DHS ECE to Everyone: 08:36 AM  
Not sure who this could be, but a virtual guest speaker in my ECE class would be a good way to recruit students

From M Joanne Elbert Kantn... to Everyone: 08:36 AM  
This is a great idea, Tina. We will add it to our list of recruitment and outreach.

From Tina Holtz--DHS ECE to Everyone: 08:45 AM  
Jami, can you speak on if they had the AS or AA degree Jud was talking about with an emphasis of their electives being ECE? Would that be ok opposed to a AAS ECE degree? How does that look to employers?

From Anna Harvey to Everyone: 08:46 AM  
do you see the need for more education on working with children who are struggling with social/emotional issues or disabilities especially in light of all the trauma families are experiencing due to COVID 19 right now?

From Barbara Leach to Everyone: 08:53 AM  
<https://challengingbehavior.cbcs.usf.edu/Pyramid/overview/index.html>

To: Everyone ▾



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