

April 9, 2021@ 8:00am | *Meeting called to order by Judson Curry @ 8:02am*

In Attendance

Members Present: Steve Kimmel-Child Care Resource & Referral Director, Community Coordinated Child Care
Chris Kipp-Early Childhood Instructor, Kishwaukee Education Consortium
Kristin Schulz- Interim Director of Campus Child Care, Northern Illinois University

KC Members Present: Joanne Kantner, Vice President of Instruction
Judson Curry, Assistant Vice President Office of Instruction
Terry Lyn Funston, Director of Curriculum & Program Development
Maria Lombardo, Director of Early Learning Center
Anna Harvey, Adjunct Assistant Professor – Early Childhood Education
Kim Jordal, Administrative Specialist II - notetaker

Review of Last Semester Minutes

FA20 meeting minutes reviewed

Department Enrollment & Financial Information

- SP20 to SP21 enrollment 14.4% decline
- Dramatic redistribution of credits from F2F to Online format.
- Student Head count declined by 10.1%, less of a decline in continuing students compared to new.
- SP21 offering 2 ECE sections which is the major reason for decline of -51.4% in credits.
- Courses that require access to early learning centers have not been possible to offer

Department Update, FA2021 Schedule & Staffing

- The college is offering a wide range (face to face, hybrid with some online, face to face, and synchronous) courses. Student survey suggested most wanted some face to face but will they register for those face to face courses? Over authorized open sections and watching enrollment then will be trimming back after seeing what students are registering for.
- Online and hybrid ECE courses will continue as this was the pre-COVID model as well.
- Continuing effort for competency based education will create more flexibility for students.

Equipment & Facilities

- Lombardo: New space for Early Childhood Center to be available June 7th as of now.

Curriculum & Work-based Learning

- Kishwaukee College is looking at a competency-based education model ECE. Starting with modules for ECE 112. To be determined is shifting transcription, tuition costs, financial aid, and advisement into a competency-based structure.
- Kishwaukee College accepted into an equity collaborative project for Competency Based Education Network and Jobs for the future (JFF). Demographics of ECE students reflect a higher percentage of people of color than the general college demographics, so this collaborator fits well with college's goals for advancing equity and inclusion.
- Instructors in early childhood education have adopted Open Education Resources (OER) to cut cost for students as faculty adopt free and open resources usually web based or creating their own to use in classroom rather than expensive textbooks. Anna Harvey and Sue Whalen received Foundation support to complete this work.
- There is a movement in state to legislation to look at allowing community colleges to offer an applied bachelor's degree in ECE to meet demand for the field, especially in areas of state without many 4-year options
- Northern Illinois University reached out and wants to work on a 2+2 agreement for ECE. Also, an agreement with National Lewis University this spring was signed and now hope for some 2+2 and 3+1 agreements, especially with ECE. This will open doors for us and students.

Strategic Planning & Discussion

- What are your current or projected employment needs of your organization over the next 2-3 years?*
 - Are the majority of your new entry-level positions filled by individuals with previous training or candidates you are training in-house?*
 - Does the Kishwaukee College program provide the level of training that you require of new employees?*
 - Recommendations for getting more students into this training pipeline?*
- Kimmel: Meets each month with area directors and consensus is demand is great for teachers. The demand by students for the field is not there. There are spaces open but can't staff classrooms, which makes it tough to support families and offer quality care. COVID has not helped due to CDC regulations which make sense but has magnified staffing crisis. This is a state-wide issue not just in our area. Want to tackle the work power crisis and able to define issue, but solutions are difficult to find.
 - Kimmel: There is need to elevate status of field. Lots of groups are working on this. This is not a new issue. We need to get to high schools with passionate ECE teachers to talk to those students. Someone who can relate and encourage and share passions. Steve Kimmel when at Kishwaukee held career fairs for those students and passionately voiced in favor of early childhood education.
 - Kimmel: Even though instructors have bachelor's degree, early childhood education employees are the lowest paid, since generate low revenue. Ratios to be retained, the younger the child the higher ratio of teachers. 8 families paying for 1 ECE teacher compared to 25 families paying for 1 public education teacher. Education foundational and leads to success in those young students at early age so the need to pay those teachers is important. Another factor is those families with children are usually at the lower income bracket at that specific time of their life.
 - New Ferrara company coming to area and the starting pay is about \$14 an hour. This also makes it hard to get people in early childhood education field versus other jobs.
 - Need advocacy and as college we can write letters of support for ECE project. We need to do what we can.

- Harvey: Do we have a job board at college to get word out about options and job opportunities?
Kantner: Kishwaukee is implementing a proactive job placement initiative next year. We currently have College Central. Preparation needs to happen in job searching and resume. Plan to start the semester before completion and parallel advisor touchpoints and case management with mock interviews and referrals. Students will be prepared and confident in interview and know what to expect.
- Job openings can be sent to Judson Curry for referral to LaCretia Konan, Director of Workforce and Community Education to post.
- Harvey: Head Start and Early Head Start works with centers and partners to give stipends to teachers. Have some centers that can't open classrooms due to lack of teachers.
- Curry: Idea to bring ECE directors into Kish or virtually to speak. A roundtable that can be taped to share with students. Kipp: Great idea. Directors talking of pathways and with these credentials you could get this job is a good idea. Love idea of advocacy. Should be paid as public school teachers and need to be in that system. Love roundtable idea.
- Curry: Virtual industry job fair? Benefit? Kimmel's concern is without a significant number of students to participate, it won't be successful.
- Lombardo: Giving the students opportunity to see inside a variety of ECE centers may help get started then stay there or know that is not for them. Help prevent turnover.
- Curry will follow up with Kimmel to organize a round table or interview in ECE centers to use as informational sessions for students.
- Kipp: Good relationship with KISH and KEC. One Stop helping seniors to transition from KEC to Kish has been beneficial. Kish instructors visiting classes would be good. Send an email and Judson Curry will follow up.

Next Meeting

Date | time, Location was not decided upon, but it was noted 8 am is a busy time for centers.

Meeting adjourned at 9:06am.