

34465 - RECEIVED AND PLACED ON FILE

Harry S Truman College: The Early Childhood Access Consortium for Equity

Shawn L. Jackson, Ph.D.

President, Truman College

Agenda

- Challenges in the field of Early Childhood
- Solution: The Early Childhood Access Consortium for Equity
- The Role of City Colleges of Chicago
- The Role of Harry S Truman College
- Supports and Resources

Challenges in the Field

Challenges in the field of Early Childhood

There are several challenges that impede those who choose Early Childhood as their career path.

Workforce crisis

- Pre-pandemic, Chicago needed almost 4,500 individuals to meet the expanding needs, backfill roles, and upskill of the workforce
- This number has increased with the pandemic, the great resignation, and increased opportunity for higher wages in fields outside of early childhood

Increased need for advanced credentials

- Community based organizations have cited the challenge of supporting incumbent workforce in meeting the increased credential demands

Large numbers of the current workforce possess “ad hoc” higher ed coursework

- Students and employers are discouraged by the incrementally increasing credit requirements that have occurred over the years which has left teachers with a lot of credit and no degree

The Solution

The Solution: The Early Childhood Access Consortium for Equity

The Early Childhood Access Consortium for Equity, created through Illinois Public Act 102-0174, is a collaboration of all public universities and community colleges in Illinois and committed private institutions to develop and provide streamlined paths to credentials and degrees for the early childhood incumbent workforce. Work of the consortium is facilitated by the [Illinois Board of Higher Education](#) and the [Illinois Community College Board](#).

The Solution: The Early Childhood Access Consortium for Equity

To support both current and future Early Childhood educators, the consortium looks to create systems and supports that focus on the student.

Chicago-wide Support

- Navigator(s) will be employed at Action for Children

Transfer

- Junior status, no unnecessary credits

Scholarship and stipend for students

- Tuition will be covered
- Stipend to support “unrecognized” costs of attendance

The Role of City Colleges of Chicago

The Role of City Colleges of Chicago

In order to meet the requirements of the Consortium, City Colleges of Chicago will need to create and manage support systems to accomplish the following:

Recruitment and Support

- Attain enrollment and completion targets determined by the consortium
- Collaborate with city-wide Navigator
- Support coaching model

College Partnerships

- Collaborate with 4-year institutions to develop and support transfer partnerships
 - Student Supports
 - System Supports

The Role of City Colleges of Chicago

Visibility and Outreach

- Represent City Colleges on state-wide advisory board
- Work and collaborate with regional and state hubs
- Workforce needs assessment

Curriculum and Programming

- Implement and support prior learning assessment strategies
- Develop plan to award credit for the CDA
- Scale open educational resources for the early childhood curriculum
- Expansion of online curriculum

Operations

- Develop and support data reporting structures
- Management of funds from the state to support student financial holds etc..

The Role of Truman College

Center of Excellence in Education and Human and Natural Sciences

The Role of Harry S Truman College

City Colleges of Chicago's support of the consortium will be led by Harry S Truman College, the Center Of Excellence in Education. The team at Truman College will be responsible for making sure the district meets the requirements of consortium through developing and managing the systems that will support this work.

Recruit and Support

- Stop-out data review and recruitment plan
- Work with CELW (Chicago Early Learning Workforce) Team to model retention strategies that bring in the investment from the field
- Students will be fully integrated into college retention strategies
- Completion stop out strategy
- Develop coaching system model (including training and monitoring of coaches)
- Create and maintain employer partnerships

College Partnerships

- District transfer support, creating space for four years to learn from each other on navigating implementation of consortium (Registrar/transcript issues)

Visibility and Outreach

- Workforce needs assessment
- Expansion of employer relationships

The Role of Harry S Truman College

Curriculum and Programming

- Ongoing supports for NAEYC accreditation
- Development and implementation of a PLA process
- Ongoing INCCRRA entitlement alignment
- Multi-section assessment practices and policies
- Teacher Café Model (Built in PD)
- Chicago Workforce Table Partnership
- Community Cohorts/ CPS/Parent U cohorts, Parent Cohorts, Spanish-instruction cohorts
- Management of INCCRRA entitlements

Operations

- Development of data system
 - Internal practice management
 - External reporting requirements
- Financial management of funding sources that are directed to this specific student population

Supports and Resources

Projected Management Cost

District Wide Support

Truman will oversee a management team that will support this work for all six colleges

Investment /Resource	Rationale	Estimated Cost
Executive Director of Strategic Initiatives (Project Management)	<ul style="list-style-type: none">• Reports for State• Creates and implements enrollment, recruitment, and retention work across the District for ISAC scholarship students• Manages recruitment across the City Colleges System• Oversees the relationship with Navigator• Manages workforce Table partnership and projects• Oversees citywide marketing campaign in partnership with INCCRRA, CPS, DFSS, and the Chicago Workforce Table	\$120,000.00
Manager: ECE Childhood Success Coaches	<ul style="list-style-type: none">• Will create and manage the ECE Childhood Success coaching model system• Will manage the 6 ECE Success Coaches across the 6 colleges	\$85,000.00
Research Team	<ul style="list-style-type: none">• Will manage the data analysis and utilize systems built by DSI (Research)	\$105,000.00
Recruitment Team	<ul style="list-style-type: none">• Manages recruitment across the City Colleges system	\$240,000.00

Estimated cost: \$550,000.00 per year

Funding for each College

The following table depicts the proposed allocations of dollars that will be provided to each of the six colleges that have Gateways Entitled Early Childhood education Programs pending the IGA agreement between state agencies

Year One

Institutional Grant	Coaches	Curriculum Alignment	IILCO (Illinois Community Colleges Online)	Total
\$356,130.00	\$85,691.00	\$12,500.00	\$30,208.34	\$472,029.34

Year Two

Institutional Grant	Coaches	Curriculum Alignment	IILCO (Illinois Community Colleges Online)	Total
	\$85,691.00	\$12,500.00	\$30,208.34	\$128,399.34

Year Three

Institutional Grant	Coaches	Curriculum Alignment	IILCO (Illinois Community Colleges Online)	Total
	\$85,691.00	\$12,500.00		\$98,191.00

Total Per Campus- \$698,619.68

Proposed Cost Structure

District Wide Support

- Each of the six colleges that have Gateways Entitled Early Childhood education Programs will be asked to contribute to the District’s management cost to support the Early Childhood Access Consortium for Equity Initiative
- The total projected amount of the grant (Gateway Entitled Programs only) over the three-year period of the consortium is \$4,191,718.08
- The total estimated amount for management cost over the three-year period of the consortium is \$1,650,000.00
- Funds will be allocated from each college’s institutional grant amount of \$356,130.00 on an annual basis. The break down of the funding structure is shown in the table below

Year of the Grant	Annual Allocation
Year One	\$92,500.00
Year Two	\$92,500.00
Year Three	\$92,500.00
Total Allocation for each college over three years	\$277, 500.00

- Colleges will have \$78,630.00 dollars left to support their individual ECE programs
- The additional funding provided through the Early Childhood Access Consortium for Equity initiative (coaching, curriculum alignment, and IICCO) will be managed by each individual campus with support from Truman College

Questions