



ECEC Funding Design Workgroup: **Home Visiting Subcommittee**

December 10, 2025



Meeting Expectations & Notes

Introductions:

1. Name
2. Location
3. Role & Organization
4. Favorite band or musician

For Subcommittee Members:

- **Please be on video** as much as possible
- **Mute self** when not speaking
- Use **Chat feature or “raise hand” button** for questions or comments
- Technical issues can happen to anyone – **chat privately to Marissa Ortiz for any needs**
- If you are experiencing an unstable connection – **switch to phone call or close other applications**

For Public Participants:

- Attendees can provide input through public comment during discussions and at the end of the meeting, as well as add comments and questions to Padlet

Subcommittee Norms

- Process is part of the solution
- Step Up, Step Back
- Questions seek to understand, be curious
- Prioritize parent experience and provider experience
- Act with courage and vulnerability
- Recognize the difference between intent and impact; I might not intend to hurt or offend but the impact may be to hurt or offend

Today's goals and agenda

Goals

- Review input contributed so far and shape into recommendations
- Give feedback on translation of input to cost factors
- Prepare to share takeaways with funding design workgroup

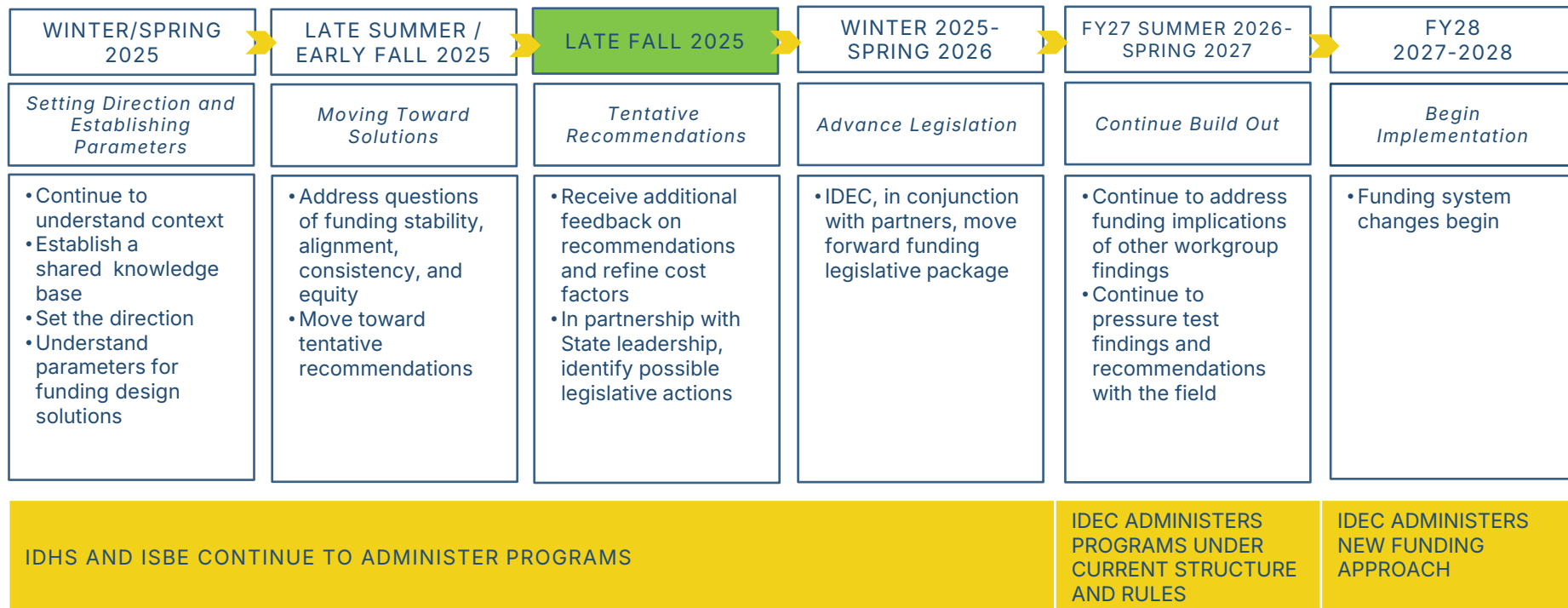
Agenda

- Reminder of where we have been
- Emerging recommendations
- Translating input to cost factors
- Public Comment, Next Steps & Adjourn



Background and Context

Anticipated Timeline



Funding Design Goals

Develop a funding system for Illinois' early childhood education and care programs that:



Promotes an **equitable, inclusive, family-centered system** of quality choice for families of all races, home languages, incomes, and geographies



Works toward **fair resources for all types of providers**, responsive to family choice



Supports **opportunity, fair compensation, and high-quality working conditions** for the ECEC workforce



Improves **predictability and stability for families, providers, and the workforce**



Reduces complexity and burden on ECEC providers



Promotes long-term **system-wide sustainability** through clear and balanced priorities and effective use of all available funds (federal, state, local, and private)

Emerging Design Principles – drawing on input from communities, working groups, and state leadership

- 1 **Reduce administrative burden** by streamlining current funding streams
 - Combine state funds into fewer funding streams with similar purposes and recipients
 - Reduce burden of managing multiple state and federal funding streams by aligning requirements wherever possible
 - Simplify applications and reporting wherever possible

- 2 **Builds a transparent road map to full costs of early learning services that enables equity and efficiency**
 - Ensures **operational funding** from all sources that is adequate to deliver services that meet licensing standards for all children and allows transparency in how much existing funding from all sources covers costs
 - Enables a **family-centered definition of quality**, and is tied to the **services families want to see** based on children's needs, including for children with disabilities and developmental delays, multi-lingual learners, and historically underserved communities
 - Promotes **competitive workforce compensation**
 - Reflects the **different structure** of costs and services in centers, homes, and school districts across programs and requirements
 - **Maximizes** federal funds

- 3 **Assess gaps** between current funding and need to inform equitable prioritization for future investments

- 4 **Work for existing and new** programs and programs with a mix of children being served by **public and private funds**
 - New programs can enter the system through a transparent process that assesses quality, capacity, and community need
 - Funding design incorporates local funding and parent tuition alongside state and federal dollars while acknowledging the needs of providers who serve school-age children

Fall Subcommittee Overview and Objectives



- **Overview:** Subcommittees will focus on **pressure testing and providing feedback on assumptions that will inform the development of IDEC's funding framework** for child care/pre-k, home visiting, and family/friend/neighbor (FFN) services across the mixed delivery system and provider types*
- **Objectives:** At the end of this round of subcommittees, we will have a deeper understanding of:
 - A recommended initial set of **family driven cost factors** to consider embedding in definitions of adequacy targets
 - Qualitative input on **known and unknown cost factors** to inform development of adequacy targets
 - Input on variations required based on the experiences and **needs of different provider types**
 - Questions needing **further consideration and research** to inform funding framework

**EI and ECSE work is ongoing internally*

Home Visiting Subcommittee Timeline

Discussed emerging recommendations with Funding Design Workgroup held on Nov. 19. Collaboration with Family Service Workgroups planned for the week of Dec. 15th



Meeting 1: October

- Discuss definition of funding targets and cost factors
- Begin to discuss costs associated with families' vision for home visiting

Meeting 2: November

- Continue to discuss costs factors, with focus on serving multilingual learners and start-up and expansion costs
- Begin to discuss Home Visiting access and funding implications
- Prepare to share takeaways with the full Funding Design Workgroup

Meeting 3: December

- Refine considerations based on funding design workgroup input

In the first meeting, the subcommittee provided input on known and unknown cost factors:

- Need to more clearly define **transportation costs**, which can account for mileage for staff as well as transportation for families and vary significantly by region and community needs.
- **Tiered pay structures** are important, especially for multilingual staff.
- **Professional development** and education supports, including interpretation and translation certificates, are critical but often underfunded.
- **Material supports** for families are an additional cost (i.e. books, diapers, cooking supplies).
- **Outreach and recruitment** require time and materials; in places with coordinated intake, those systems that reduce staff burden and simplify the process for families.
- Interest in developing a more comprehensive understanding and approach for **doula services**.

Themes from Family Input

	Theme	What should the system do?	Potential Program Costs Associated*	
	Language access	- Information and services delivered in home language - Want to communicate in home language with staff Recruit and retain qualified, diverse, multilingual staff	- Higher pay for multilingual staff; costs of translation and interpretation - Salary scale and equitable pay with benefits; career pipelines	"[Programs need to be] responsive to the needs of monolingual Spanish families. I've been translating and interpreting and these programs are private so you'd think they'd have funding but they don't." - Parent, Cook County
	Access	Accessible options for programs that meet their needs, including convenient locations and hours	Expand home visiting options, accounting for start-up and expansion costs	"We have had some problems in the current system where a family might be denied an additional service because it's considered a duplication but really is complementary... How can we ensure families can access a range of supports as desired/needed and not face barriers doing so." - Anonymous
	Awareness	Better communication/advertisement of programs and services and accessible applications	Community-level navigation support, information systems, and simplified applications	

During the second meeting, the subcommittee discussed the cost factors related to serving multilingual families and start-up and expansion.

Subcommittee Insights:

Potential Cost Factors:

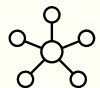


Language Access

- Home Visitors that provide services in languages other than English often take on more work, such as attending appointments with families or translating materials.
 - Programs typically have staff and materials to serve families that speak English and Spanish, but other languages require additional interpretation and translation costs.
 - Recruiting and retaining multilingual staff can be challenging and only some programs are able to offer increased wages or stipends to multilingual staff.
- Lower caseloads for multilingual home visitors to accommodate additional duties.
 - One-time and ongoing costs for programs to purchase materials and pay for interpretation for families that speak languages other than English and Spanish.
 - Additional compensation through stipends or wage increases to support recruitment and retention of multilingual staff.

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Subcommittee Insights:



Access

- Community planning and engagement are essential to make sure home visiting is needed and not duplicating other services.
- It can take up to two years to launch a new home visiting program due to recruiting and training staff and conducting outreach to grow caseloads.
- Funding for initial years needs to be flexible and offer a multi-year timeline to allow programs to reach full capacity.

Potential Cost Factors:

- Start-up specific grants to support the planning and development of new home visiting programs.

Funding Design Workgroup Discussion

- Agreement on the need for additional compensation for multilingual home visitors and staff to ensure fair compensation.
- Need for funding that reflects the full cost of delivering high-quality home visiting, including onboarding new staff and accounting for the costs of turnover.
- How will home visiting funding streams be combined and better aligned in a new funding structure to help remove existing challenges?
- More comprehensive infrastructure is important to support coordinated intake in every region of the state.

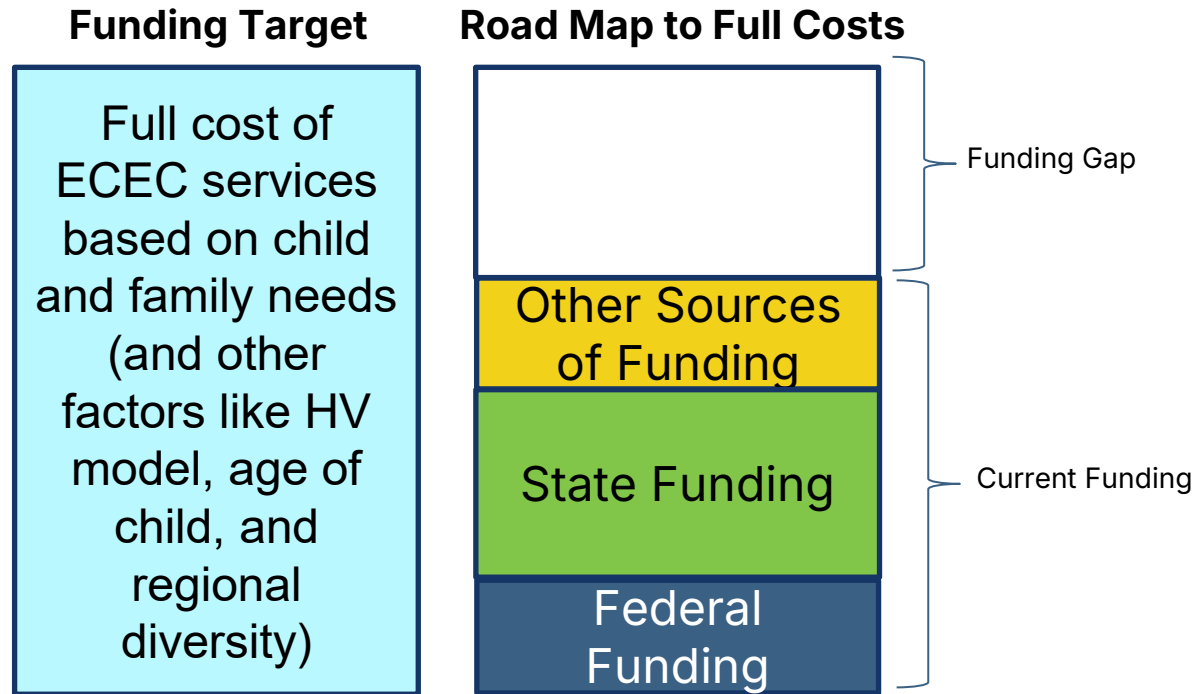


Reviewing Emerging Recommendations

Defining Adequate Funding for Home Visiting

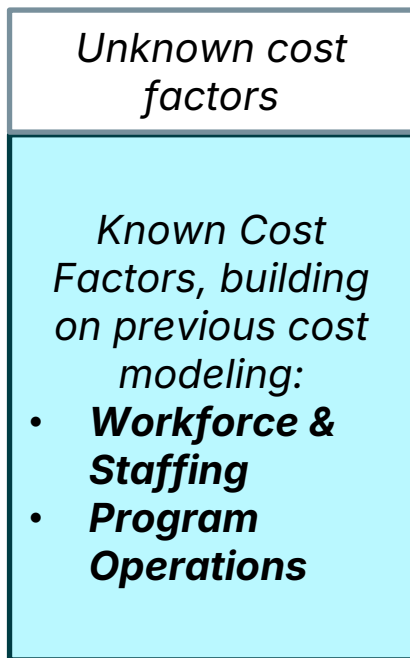
One of the design principles for ECEC funding is to ***“build a transparent road map to full costs of early learning services that enables equity and efficiency, using all available sources of funds.”***

Visualizing the Funding Target & Road Map to Full Costs (Illustrative):



What cost factors comprise an adequacy target?

Program Adequacy Target

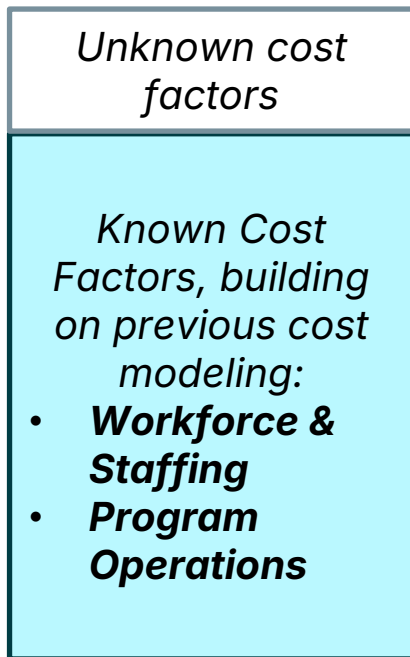


Known Cost Factors Include:*

Workforce & Staffing	Program Operations
• Staff wages (by role and region) • Fringe benefits (health, retirement, FICA, workers comp) • Staffing structure (ratios, group sizes, caseloads, admin) • Credential requirements by program model • Wage parity assumptions (e.g. home visitors vs. social workers)	• Facilities (rent, utilities, maintenance) • Non-personnel costs (supplies, insurance, IT, admin) • Transportation • Regional cost adjustments (e.g., Metro Chicago area, rest of the state) • Mental health consultation • Reflective supervision • Training and professional development • Doulas • Family groups, fatherhood programs, etc. • National affiliation and accreditation fees

What cost factors comprise an adequacy target?

Program Adequacy Target



In addition to previously included cost factors, subcommittee members also recommended considering:

Workforce & Staffing	Program Operations
• Additional compensation for bilingual staff and lower caseloads; adjusted based on population served • Staff to support outreach and recruitment • Professional development budgets sufficient to support training and certifications • <i>Additional workforce cost factors that need further exploration:</i> • Tiered pay for home visitors, e.g. based on credentials and experience • Cost of turnover and onboarding new staff	• Transportation that accounts for both staff and families • Interpretation services and screening/curricular materials for families who speak a language other than Spanish and English • Material supports for families, such as diapers and books • Start-up and expansion costs for new or growing programs, including community planning/research and hiring costs in early years

Discussion: Emerging Recommendations

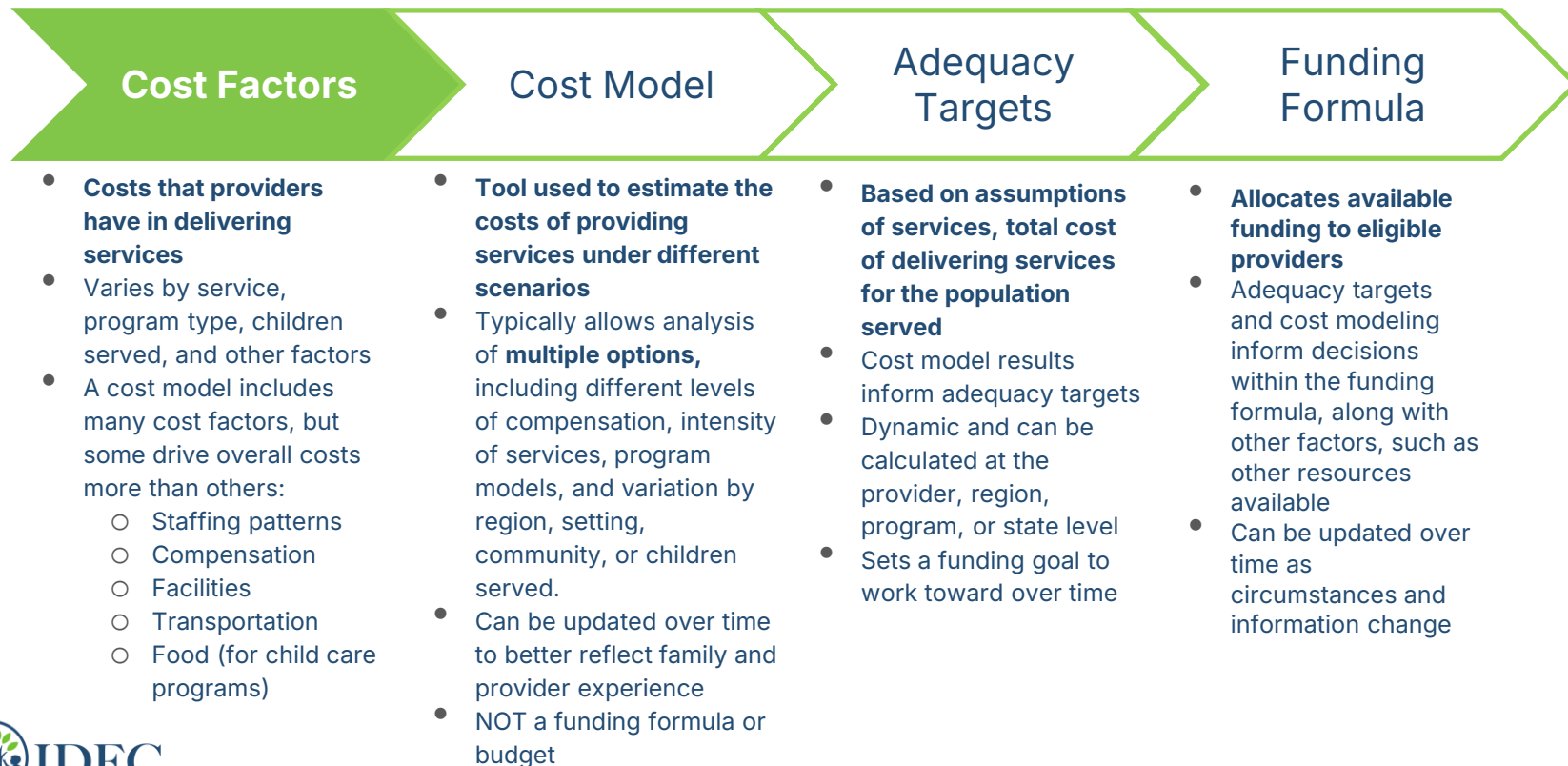


- How well does this summary capture input shared so far?
- What would you add or change?
- What areas need further exploration by other Workgroups?



Translating Input to Cost Factors

Defining Terms



Refining Known Cost Factors

Cost Factor	Proposed Approach to Estimating Costs	Questions
Transportation	- Estimate number of miles per family served; multiply by mileage rate - For group services, include a transportation voucher for each participating family	- How should this vary by region? - How would you quantify miles per family or the cost of a transportation voucher?
Outreach	- In areas without coordinated intake, include 0.5 FTE for an average-sized program for outreach/recruitment staff - Include line item in budget for creation of marketing/outreach materials - Include coordinated intake in future infrastructure modeling	- Does this staffing estimate line up with your experience? - How much do you typically spend on marketing/outreach materials?
Material Supports for Families	Include a fixed amount per family served for materials supports such as diapers, books, etc.	How much do you typically spend per family on material supports?

Refining Known Cost Factors: Workforce

Cost Factor	Proposed Approach to Estimating Costs	Questions
Professional Development	• Include line item in budget for cost of professional development and certification (e.g. interpretation/translation)	• How much do you typically spend per staff member on PD/certifications?
Tiered Pay	• Collaborate with Workforce Workgroup on recommendations for tiered pay for home visitors that recognizes credentials and experience	
Turnover Costs	• Collaborate with Workforce Workgroup to better understand costs of turnover, hiring, and onboarding new staff	• How much time does it take to hire and onboard a new person? • What is the impact on caseload when turnover occurs?

Family-Driven Cost Factors: Supporting Multilingual Families

Cost Factor	Proposed Approach to Estimating Costs
Multilingual Staff Compensation	• Include percentage or hourly pay bump for multilingual staff (e.g. 5-10% bump, \$1/hour) to recognize their skill and additional workload • Reduce caseloads for multilingual staff • Assume that percentage of staff who are multilingual matches percentage of population served (e.g. a program that serves 20% Spanish-speaking families has 20% Spanish-speaking staff)
Materials	• For families that do not speak Spanish or English, include an additional cost per family for purchasing screening or curricular materials • Include a budget line item for translation of materials
Interpretation	• Include interpretation costs for families who do not speak Spanish or English, calculated by multiplying number of families x number of visits x rate for a commercial service

- Do these costs reflect your input accurately?
- How would you quantify factors such as purchasing materials, interpretation rates, and reduced caseloads?

Family-Driven Cost Factors: Expanding Access

Cost Factor	Proposed Approach to Estimating Costs
Start-Up Costs	• Incorporate three-year on-ramp for new programs: • Year 1: Community planning • Year 2: Hiring, caseload building • Year 3: Ramp up to full operations
Expansion Costs	• Incorporate 1-2 years of reduced caseload with full staff, unless program is continuing with current families to an older age group
Night and Weekend Visits	• No additional costs; programs provide this by offering flex hours with current staff

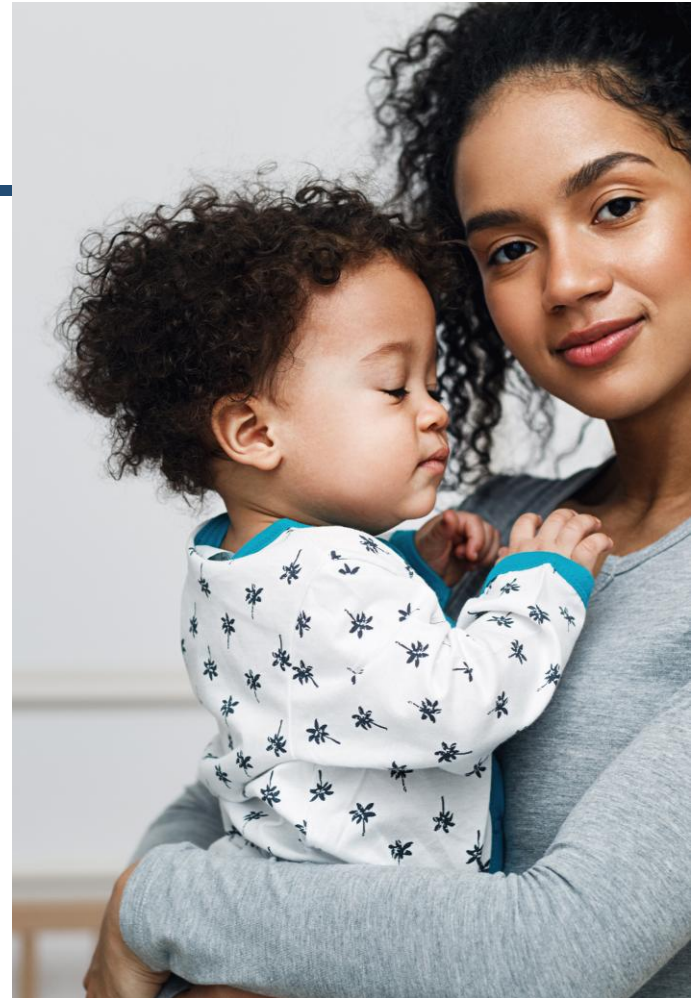
- Do these costs reflect your input accurately?
- Anything else you would add?



Public Comment, Next Steps & Adjourn

Looking Ahead

- Next Funding Design workgroup meeting: Wednesday, December 17th, 4:30 - 6:00 PM
- Health and Home Visiting Committee meeting: Monday, January 26th 1:30-3:00 PM
- Find upcoming workgroup meetings on the [IDEC website](#)



Public Comment

To join the line to provide public comment, please raise your hand via Zoom.



Next Steps

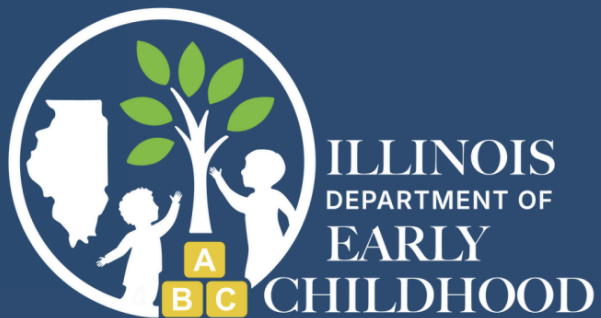


Upcoming Meetings:

- Next Funding Design Workgroup Meeting: Wednesday, December 17th, 4:30 - 6:00 PM

Please complete the feedback survey here: <https://forms.gle/83cuZUNYxKdb2PoLA>

Thank you!



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