



Illinois Early Learning Council Health and Home Visiting Committee

March 16, 2026



GETTING STARTED



If you have a public comment, please send a message directly to Jean Davis via chat.



Please mute yourself to minimize background noise.



Participants are welcome to post questions in the chat and there will be time to unmute and ask questions. If we are not able to get to your question today, please email your question to Jean.Davis@Illinois.gov after the meeting.

Agenda Review

- Welcome and Review of Equity Definition
- Salary Data Review
- IDEC Program Standards Alignment
- Early Childhood Comprehensive Systems Grant
- MIECHV
- State Agency Updates
- Public Comment

ELC Racial Equity Definition

A racially equitable society values and embraces all racial/ethnic identities. In such a society, one's racial/ethnic identity (particularly Black, Latino, Indigenous, and Asian) is not a factor in an individual's ability to prosper. An early learning system that is racially equitable is driven by data and ensures that:

- Every young child and family regardless of race, ethnicity, and social circumstance has everything s/he/they need to develop optimally;
- Resources, opportunities, rewards, and burdens are fairly distributed across groups and communities so that those with the greatest challenges are adequately supported and not further disadvantaged; and
- Systems and policies are designed, reframed, or eliminated to promote greater justice for children and families.

Salary Update

FY26 salary floor increases

Position	FY23-FY25 Salary Floor	FY26 Salary Floor
Home Visitor (Cook, DuPage, Kane, Lake, McHenry, and Will Counties)	\$46,800	\$47,268
Home Visitor (Rest of State)	\$37,485	\$41,204
Supervisor (Cook, DuPage, Kane, Lake, McHenry, and Will Counties)	\$59,598	\$59,598*
Supervisor (Rest of State)	\$48,058	\$52,864*

*The salary floor for supervisors is required only for positions that are at least 50% funded by IDHS-DEC grants

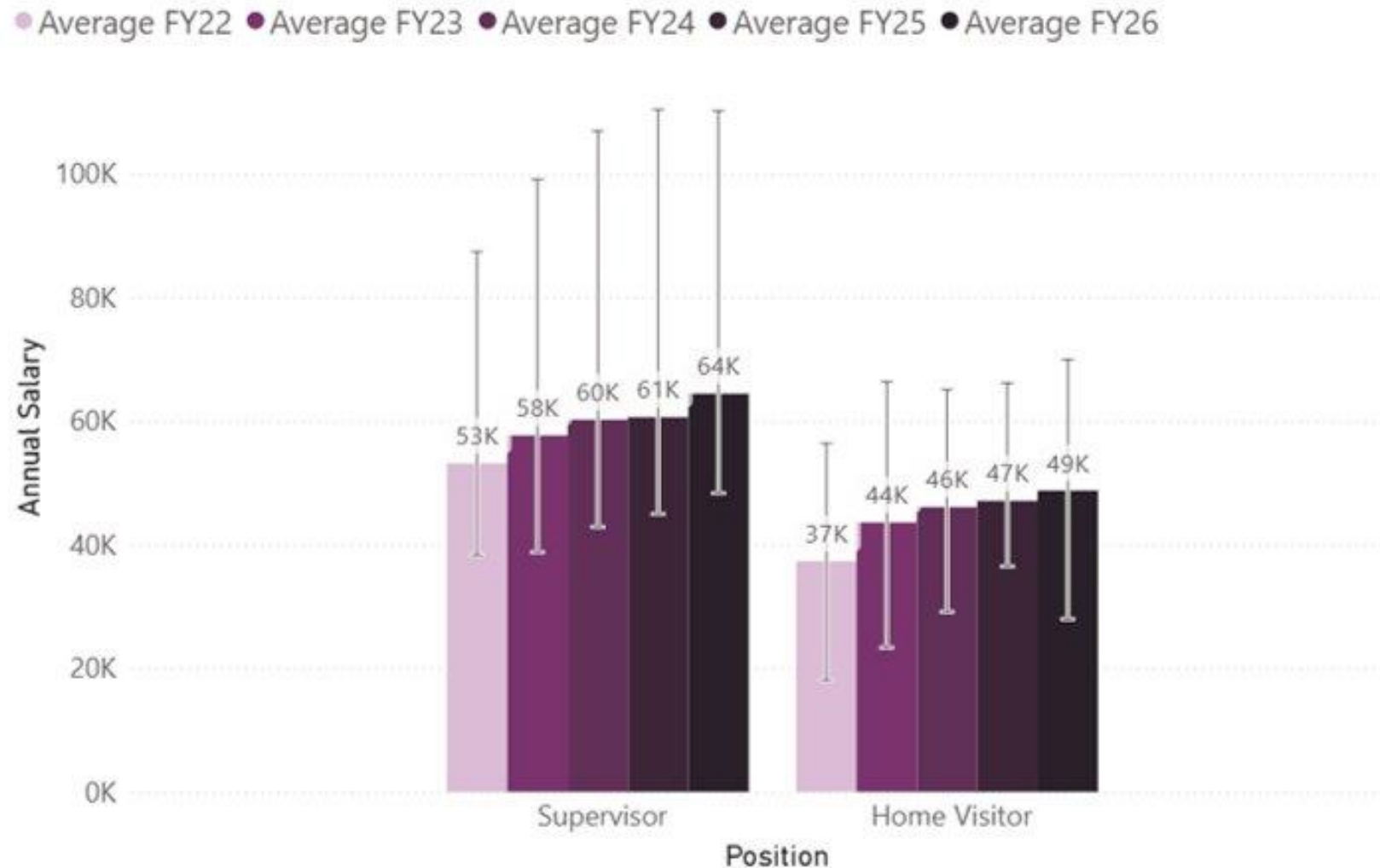
Key data points

Metric: Home Visitors	2023	2024	2025	2026
Number of salaries in data set	174	180	197	208
Average	\$43,570	\$46,061	\$47,070	\$48,743
Minimum	\$23,333	\$29,120	\$36,482	\$27,930
Maximum	\$66,347	\$65,083	\$66,165	\$69,957
Percent change from previous year (average)	16.78%	5.72%	2.19%	3.55%
Inflation*	6.04%	2.90%	2.75%	2.77% (YTD)

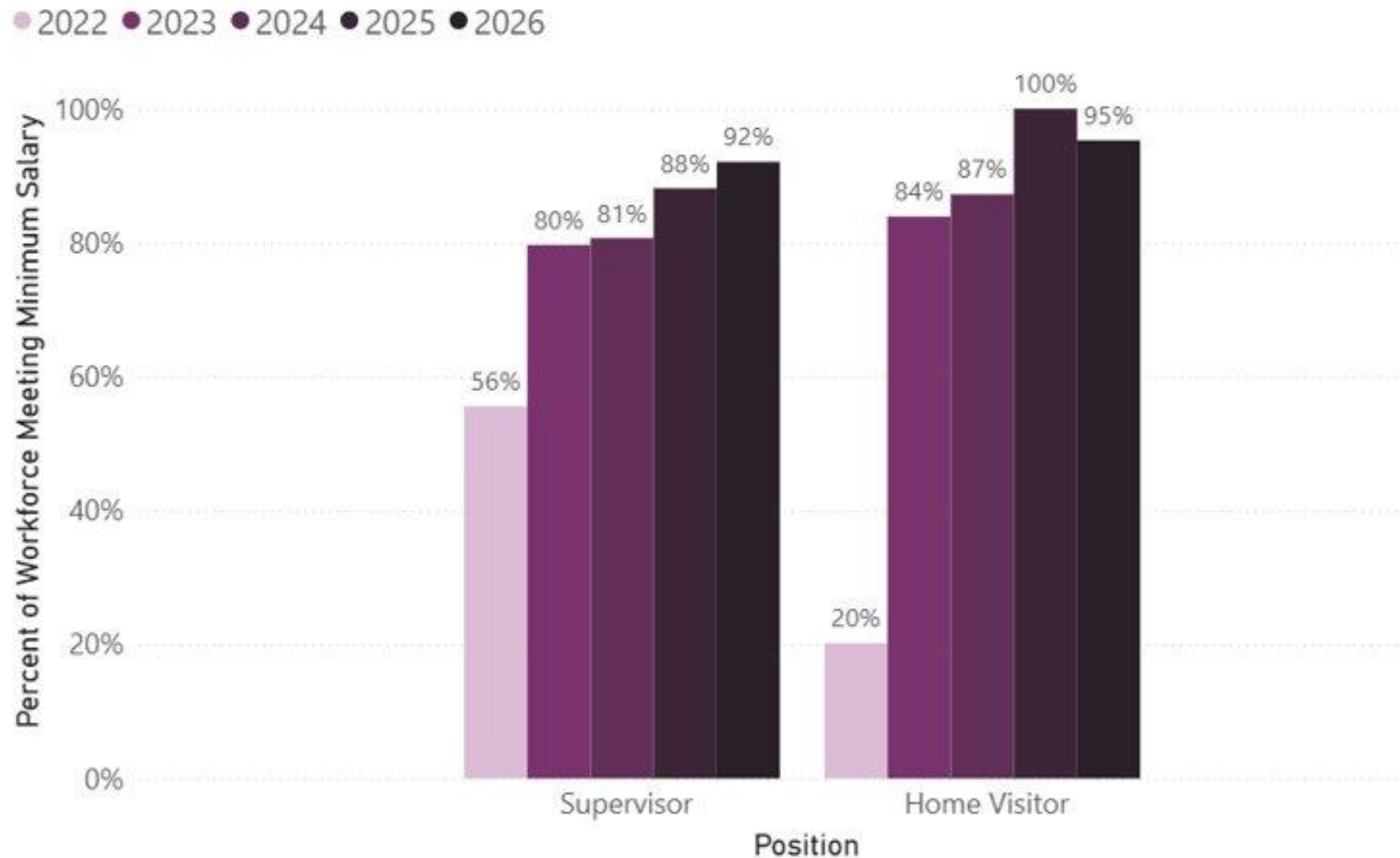
Metric: Supervisors	2023	2024	2025	2026
Number of salaries in data set	59	57	59	59
Average	\$57,650	\$60,197	\$60,603	\$64,404
Minimum	\$38,771	\$42,848	\$44,954	\$48,321
Maximum	\$99,108	\$106,954	\$110,360	\$110,157
Percent change from previous year (average)	8.45%	4.42%	0.67%	6.27%
Inflation*	6.04%	2.90%	2.75%	2.77% (YTD)

*Inflation average for FY26 is calculated as year to date, inclusive only of July-January data

Salary Average, Minimum, and Maximum



Percent of Supervisors and Home Visitors meeting IDHS-Recommended Minimum Salary Floors



Geographical Salary Differences FY26

Metric 2026	Supervisors	Home Visitors
Cook and Collar County Average	\$65,624	\$51,444
Rest of State Average	\$63,224	\$45,592
\$ Difference Between Cook & Collar Counties and Rest of State Average	\$2,399	\$5,852
% Difference Between Cook & Collar Counties and Rest of State Average	4%	13%
Cook & Collar Counties % Meeting Salary Floor	86%	96%
Rest of State % Meeting Salary Floor	97%	95%

Key Findings

- After an initial spike when floors were introduced in FY23, salary growth slowed. In FY26 when the salary floors were raised, we once again saw greater growth
- The slight decrease in home visitors meeting salary floors may indicate a need for earlier notice or additional support when raising salary floors—*this is an area where more research could be useful*
- Regional gaps between Cook and collar counties and the rest of the state are continuing to narrow, and downstate programs have had consistently higher compliance rates with salary floors

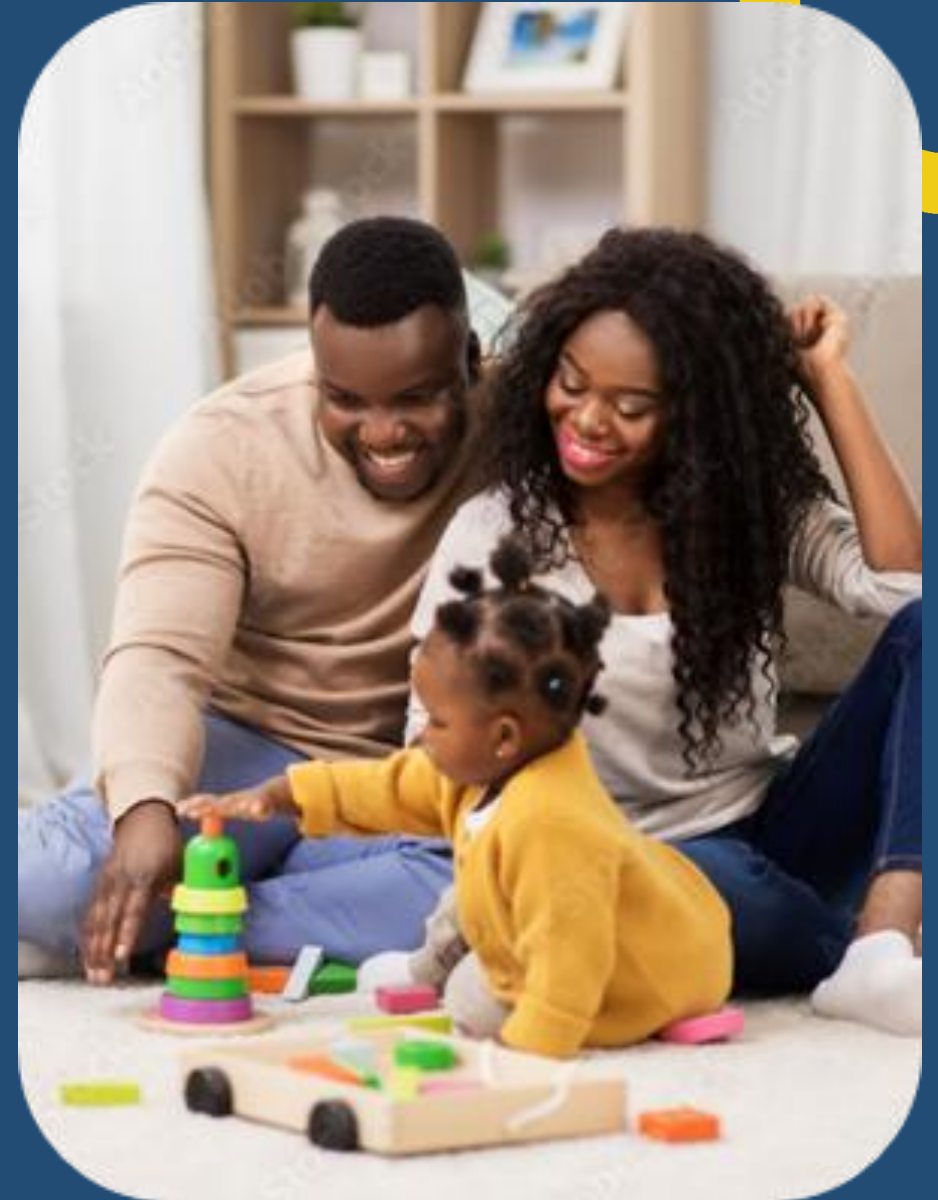
Looking forward

- Salary floors appear to be a highly effective mechanism for driving compensation, but they must continue to be adjusted
- The state has an opportunity to standardize job titles to facilitate analysis of compensation and retention trends across roles, as well as strengthen workforce monitoring and policy decision-making
- Salary floors alone will not address and solve workforce stability issues, as they do not account for benefits, retirement planning, healthcare costs, paid leave, or workload demands

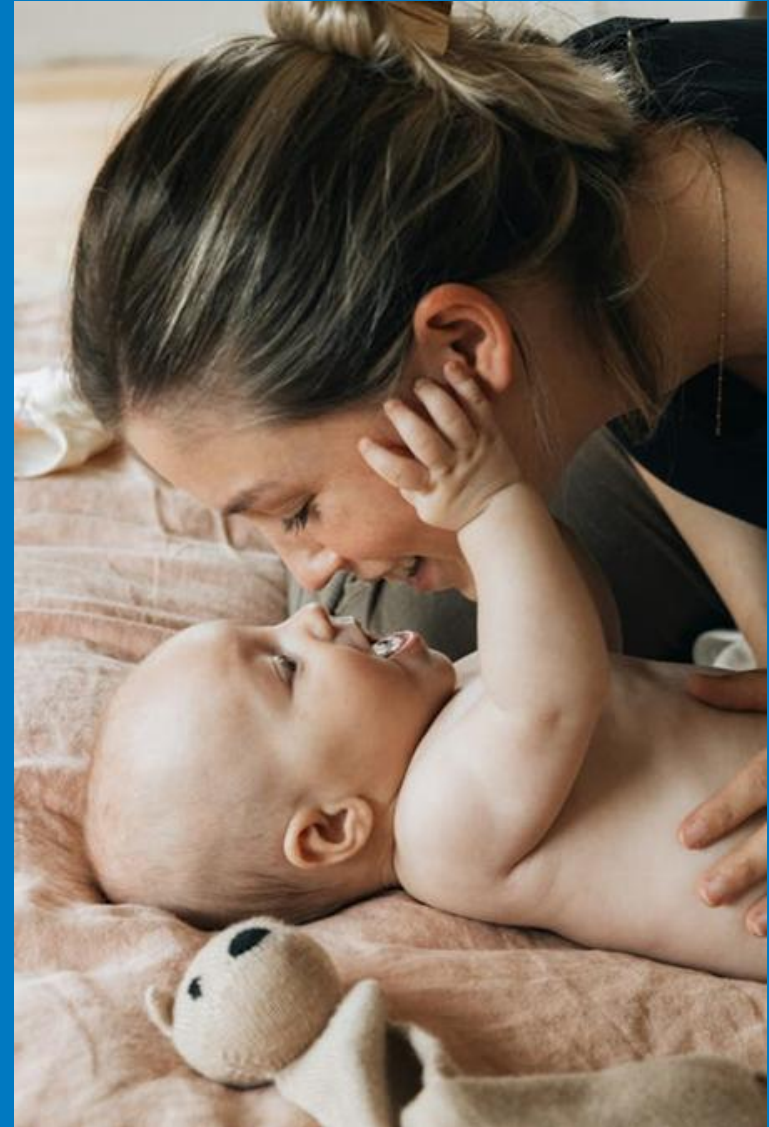


Program Standards Alignment

March 16, 2026



Early Childhood Comprehensive Systems (ECCCS)





Early Childhood Comprehensive Systems (ECCS) Status Report

Elizabeth Smith
Prenatal to Three Systems (P-3) Coordinator
Bureau of Collaboration and Partnerships (BCP)

History of ECCS



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Early Childhood Comprehensive Systems (ECCS) Grant Overview

- Five Year Planning Grant (August 2021 through July 2026).
- Funded by HRSA.
- \$255,600 per year for a total of approximately \$1.2 million over 5 years.
- Illinois Department of Human Services (IDHS) is the lead agency.



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ECCS Focus

Focus: The integration, alignment, and financing of programs within and across all state P-3 systems while increasing the capacity of the health system to interface and collaborate with early childhood (EC) and maternal child health (MCH) programs.

This will result in:

- Design of a universal newborn support system (UNSS) that also links to prenatal support services.
- Better developmental and health outcomes for families.
- Increase in health care providers' participation in coordinated intake and referral systems.



ECCCS Project Goals



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Help
is here



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Goal 1: Enhance the P-3 statewide maternal and early childhood system of care by creating a comprehensive recommendation for a Universal Newborn Support System (UNSS) that better connects families, caregivers, and infants to programs and services across all Illinois counties.

Status: Recommendations for a UNSS have been completed and submitted to IDHS.

Goal 2: Work across state agencies to establish a clearly aligned and sustainable infrastructure to support a stronger and more efficient and effective P-3 system.

Status: Impacted agencies have been involved in the UNSS work, providing input to achieve this goal.

Goal 3: Align policy, data, and financing mechanisms to support and sustain a coordinated comprehensive P-3 system.

Status: This will be accomplished in the State Fiscal Year 26, the last year of the grant.



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Universal Newborn Support System (UNSS): An Overview



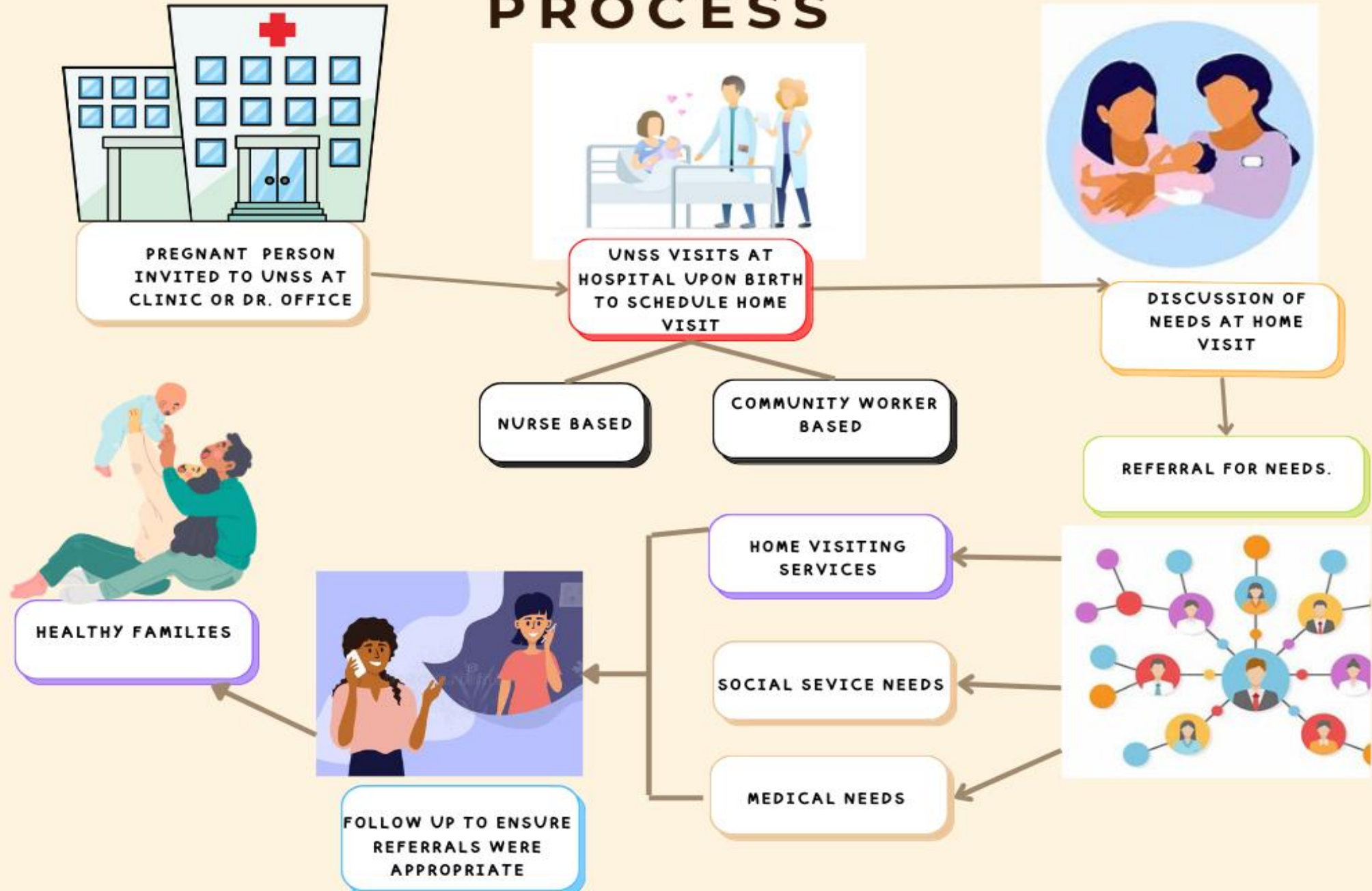
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Universal Newborn Support System (UNSS)

A framework designed to provide all families welcoming a new baby with access to short-term, voluntary support services and resources tailored to their unique needs.

- **Universal Access:** UNSS services are offered to all families with newborns, reducing stigma associated with targeted programs that may only serve families deemed "at risk".
- **Short-term Interventions:** Unlike long-term home visiting programs, UNSS typically involves brief, time-limited interactions with trained professions, such as nurses or community workers, who provide support and referrals.
- **Individualized Support:** Families receive personalized referrals based on their specific strengths and needs, which may include access to health care, mental health services, childcare resources, community resources, and economic support.
- **Community Integration:** UNSS programs collaborate with local agencies and resources to create a comprehensive network for families, ensuring they can access the services they need.
- **Referral Networks:** UNSS programs create or access referral networks in communities to provide families with connections needed to receive services.

UNIVERSAL NEWBORN SUPPORT PROCESS



Current Status



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Current Project Status

The Recommendations are being reviewed by IDEC leadership. They outline:

- Recommended design of a universal newborn support system (UNSS)
- Workforce considerations needed to implement a statewide UNSS
- Financial considerations



Next Steps



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- **Submit to the Federal Funder**
- **Distribute to the public.**

Current Status



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Maternal Infant and Early Childhood Home Visiting Update (MIECHV)

for the ELC Health and Home Visiting Committee

March 16, 2026

MIECHV Priority Populations

Families that earn low incomes (below 100% FPL)

Families with teen parents (under age 21)

Families with child welfare involvement

Families with substance use issues

Families in which someone uses tobacco in the home

Families with an adult or child with low student achievement

Families with a child with a developmental delay or disability

Families with someone in the US armed forces (including veterans)

Overview of MIECHV Direct Services to Families

Services	Counties Served
Home Visiting Services (including Coordinated Intake in selected sites)	Cook County (Southside Chicago and Cicero), Kane, Kankakee, Livingston, Macon, Peoria, St. Clair, Stephenson, Vermilion, Winnebago
Universal Newborn Supports (in conjunction with Coordinated Intake)	Peoria, Stephenson

State FY25

- Services provided to 1,090 children and 1,010 caregivers/parents
- Over 13,000 home visits

Overview of MIECHV Infrastructure Supports for HV System

Category	Supports
Community Capacity-Building	Building Community Readiness
Mental Health	Infant Mental Health Consultation Mothers and Babies, Fathers and Babies
Priority Populations	Families with Child Welfare involvement: Illinois Pregnant and Parenting Youth (I-PPYC-HV) Home Visiting for Unhoused Families
Professional Development	Home Visiting Professional Development (HV model trainings, advanced learning opportunities, continuum of TA supports) Prevent Child Abuse conference and Illinois Home Visiting Summit Maternal Child Health Nurse Consultant
Program Quality	Program Quality Assessment
Data	Data Analysis and Continuous Quality Improvement (CQI) Data System
Policy	Policy coordination and stakeholder engagement

National Home Visiting Week:

April 20-24, 2026



Resources from the Institute for the Advancement of Family Support Professionals:
<https://www.theinstitutefsp.org/nhvweek>

Hard to Heart Conversations
for IDHS HV grantees
April 22, 2026

State Agency Updates



Transition

- [Transition Advisory Committee](#) – March 18, 5:30 – 7:00 pm
- [Funding Design](#) – March 25, 4:30 – 6:00 pm
- [Data, Analytics and Insights](#) – March 26, 1:00 – 2:30 pm
- [Program Standards Alignment](#) – March 26, 4:30 - 6:00 pm
- [Advisory Workgroup](#) - March 30, 4:00 – 5:30 pm
- For more information: <https://idec.illinois.gov/>

Public Comment

Submit request
in chat to Jean
Davis



Stay Connected

Contact jean.davis@illinois.gov to:

Be added to email list for notice of future meetings

Submit agenda items, questions

Next Meeting June 1, 2026, 1:30 – 3:00 pm