



# Transition Advisory Committee

June 12, 2025  
5:30 – 7:00 pm

**idec**   
Illinois Department of Early Childhood

# Welcome!

Here are our virtual meeting protocols for TAC Members

- ✓ **Please be on video** as much as possibly to help with overall engagement
- ✓ **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 Liz Garza for any needs**
- ✓ If you are experiencing an unstable connection, **switch to phone call or close other applications**

A green rectangular sign with the words "ON AIR" in white, bold, sans-serif capital letters. The sign has a slight 3D effect with a darker green top and bottom border.

# Notes regarding this meeting

- **TAC Meetings are open to the public**

- Meeting materials and a summary of minutes will be posted on the IDEC Transition website
  - <https://idec.illinois.gov/>

- **Members of public are in “listen only” mode**

- Anyone may provide input/feedback on the TAC meeting via the input/feedback form; a link will be shared in chat
- Anyone may provide input/feedback on the TAC's discussion via a public stakeholder Padlet; a link will be shared in the chat
- Additional public input will be gathered in Listening Sessions, held every other month, the open feedback form, and in multiple other forums throughout the Transition process
  - English: <https://forms.gle/4b9egPz6nXJ4XR427>
  - Spanish: <https://forms.gle/TCQu7sqr4MQpaxEu9>

- **This meeting has Spanish translation**

- Please speak slowly and avoid using acronyms to help us ensure accessible translation



# Goals and Agenda

## Today's Goals

- ✓ Build community amongst TAC members
- ✓ Provide updates on the Department of Early Childhood and introduce new IDEC staff
- ✓ Share next steps for transition workgroups and new opportunities to engage and provide feedback
- ✓ Gather TAC insights to inform the IDEC Workforce workstream design and engagement

## Agenda

<b>Welcome and Introductions</b>	20 min
<b>IDEC Update</b> <ul style="list-style-type: none"><li>• New staff introductions</li><li>• Springfield Recap</li><li>• Federal updates</li><li>• Reimagining Daycare Licensing</li></ul>	20 min
<b>Workgroup Updates</b> <ul style="list-style-type: none"><li>• Funding Design Workgroup</li><li>• Data, Analytics, and Insights Workgroup</li></ul>	20 min
<b>IDEC Workforce Workstream</b> <ul style="list-style-type: none"><li>• Workstream overview</li><li>• Building our understanding of current state</li><li>• Small group discussion</li></ul>	25 min
<b>Looking Ahead and Next Steps</b>	5 min



# Welcome & Introductions



## TAC Introductions

Spend time connecting with fellow TAC members in small groups and respond to the following prompt:

***What is your favorite summer tradition or activity?***

# Family Spotlight

“I've appreciated the supportive staff who truly care about my child's development and the strong communication among educators and families.”

– parent, DuPage County Regional Listening Session





# TAC Charge

The state has established the **Transition Advisory Committee (TAC)**, comprised of representatives with diverse perspectives from across the state, to serve as an external advisory committee as the state moves toward a single ECE agency.

The TAC will **seek and help the state make meaning of stakeholder input** in preparation for the transition, with a **particular emphasis on understanding families' goals and needs** from a comprehensive ECE system for Illinois children.

The Transition Advisory Committee will work with the State's Early Childhood Transition Director, Ann Whalen, to **release a report by December 31, 2025**.

# Community Agreements

## Make space for vulnerability

- Continually check we are centering families and equity
- Lean into discomfort
- Engage in self-reflection to understand our own reactions first

## Engage in respectful dialogue

- Assume best intent and attend to impact
- Ask clarifying questions
- Step up, step back
- One mic
- Be curious and seek to clarify differences

## Actively participate

- Show up prepared
- Be fully present
- Be open-minded and respectful
- Think outside the box

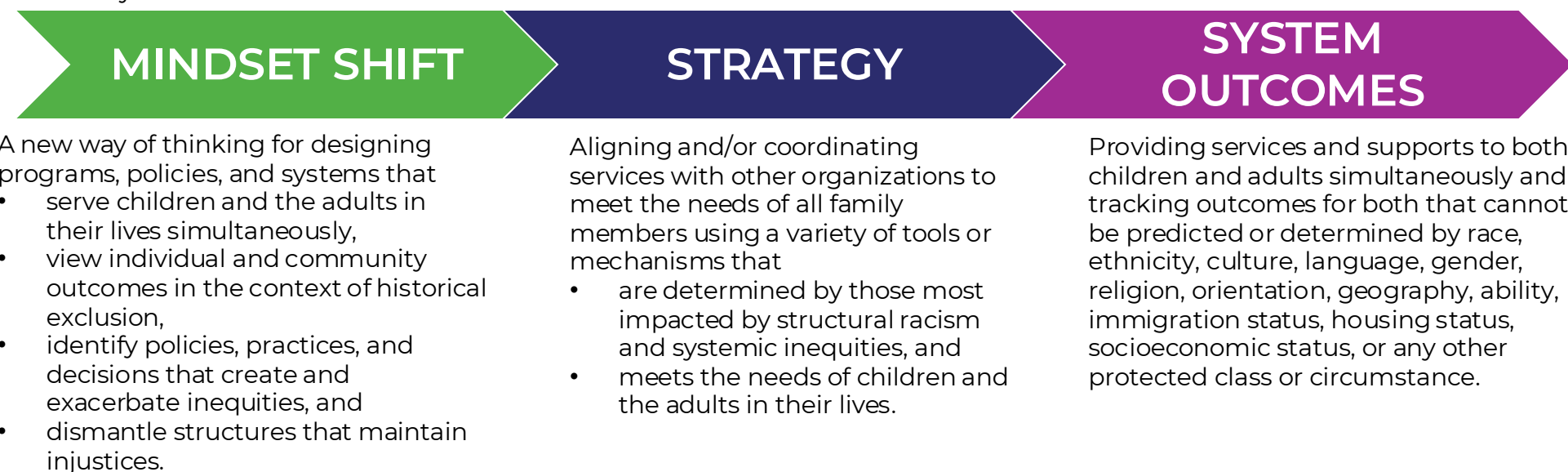
Extend technology grace!

# TAC Equity Framework

**An equitable system is one that meets the needs of all children and families, resulting in individual outcomes that cannot be predicted or determined by race, ethnicity, culture, language, gender, religion, orientation, geography, ability, immigration status, housing status, socioeconomic status, or any other protected class or circumstance.**

Achieving an equitable system requires a mindset shift that honors and embraces each family's unique racial, ethnic, cultural, linguistic, gender, religious, orientation, geographic, ability and socioeconomic identities, and the intersections between and amongst them. This new way of thinking about how programs, policies and systems can serve children and families simultaneously, views individual and community outcomes in the context of historical exclusion, identifies policies, practices and decisions that create and exacerbate inequities, and dismantles structures that maintain injustices.

Achieving this vision for equity within the context of the transition to the new IL Department of Early Childhood requires all of us to make decisions that prioritize those most impacted by structural racism and systemic inequities. This calls for a strategic approach that aligns and coordinates holistic services and maximizes parental choice to meet the needs of children and the adults in their lives. The process used to achieve this vision should use a variety of mechanisms that are inclusive of local voice and community partners and determined by those most impacted by structural racism and systemic inequities. Analyzing and reporting of disaggregated outcomes is critical to provide transparency about the impact and inform future changes that bring us closer to our vision of equitable family outcomes.





## Department of Early Childhood Update



## Welcome our new IDEC Staff!

- Christi Chadwick, Project Director
- Maya Portillo, Project Director



# Springfield Recap

- FY26 Budget and bimp
- ECIDS Legislation
- HB 3446
- Other bills start adding IDEC to advisory committees

# Evolving Federal Context

- There have been over 160 Federal Executive Orders (EOs) signed since 1/20/25, and these include impacts to:
  - Federal spending including grants and contracts
  - Federal employees
  - Immigration
  - Diversity, equity, inclusion, and accessibility
  - Census and community engagement
- Some EOs have gone into effect, others have been challenged in court, and others have been rescinded.
- Administration's Skinny and Supplemental Budget released
- Budget Reconciliation Bill pass out of House.

# Immediate Redesign Priorities for IDEC

## Child Care Licensing Process

Create and communicate a package of licensing changes that simultaneously simplify and strengthen regulations for child care settings that seamlessly connect to a continuum of quality and support.

## Early Intervention Services

Design ways to increase access to and participation in essential 0-3 services for families with young children with special needs, differentiated by region and community assets and needs.

## Funding Alignment

Design early childhood funding approach that promotes equitable and inclusive access to quality services that meet the needs of children and families, with a particular focus on investment prioritization and system sustainability.

## Technology Improvements

Ensure technology infrastructure is in place to simplify and ease the burden for families and providers while enabling the state to efficiently and equitably administer services that meet the diverse needs of families in the state.

# Further Informing the Redesign for Service Delivery

## **Vision: Future State**

What do families want and need?

What do providers need to deliver to families?

- Family Service Work Groups
- Co-Design Workshops
- Focused Discussion
- Surveys and Interviews
- Listening Sessions

## **How do we get from current state to our vision?**

What infrastructure is needed to make the vision possible?

- Support Work Groups
- Focused Discussions
- Surveys and Interviews
- Interagency Team

## **Current state:**

What are the pain points in family services?

- Family Service Work Groups
- Focused Discussion
- Surveys and Interviews
- Co-Design Workshops
- Listening Sessions

## **TAC**

Provides feedback & insights on workgroup activity. Names gaps, sources more background information or direct sources.

# Feedback: Vision for Reimagining Daycare Licensing

**GOAL:** Design and advance a comprehensive, equitable model for daycare licensing that is safe for families, simpler for providers, and anchored in a continuum of quality.

## DESIGN PRINCIPLES

- ✓ **Prioritize quality** considerations (e.g., safety) to provide best in class experience for families
- ✓ Streamline process to **reduce burden** on providers and licensing staff
- ✓ Update legislation and rules to align to **current best practices** in childcare
- ✓ Clarify legislation and rules to **reduce complexity** for providers and **subjectivity** for licensing reps
- ✓ Account for regional, racial, and socioeconomic differences to ensure changes are **culturally responsive**
- ✓ Invest in **staff development and well-being** to strengthen the workforce and sustain system improvements



# Further Informing the Redesign for Service Delivery

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**Current state: what are the  
pain points in family services?**

Capture & Build off work-to-date  
(not starting from 0)

Listening Sessions, Regional Listening Sessions

Engage broader set of stakeholders to further  
refine

Understand and document current business  
processes and systems (ISI)

Data discovery and tech assessment (Krasan)

Review of Legislation and Rule (DLA Piper)

# Further Informing the Redesign for Service Delivery

## **Vision: What do families want and need?**

What do providers want and  
need to deliver to families?

Capture & build off work-to-date (not starting  
from 0)

Listening Sessions and Workgroups

Engage broader set of stakeholders to further  
refine

Technology build out and ECIDS (Tech Partner,  
CPSAI)

# Further Informing the Redesign for Service Delivery

**How do we get from current  
state to our vision?**

What infrastructure is needed  
to make the vision possible?

Review and leverage:

- Legislation, rulemaking, guidance
- Cost factors and funding design
- Communication and engagement supports
- Process and system efficiencies via agency organization structure
- Business requirement for tech build out

# Project roadmap

21



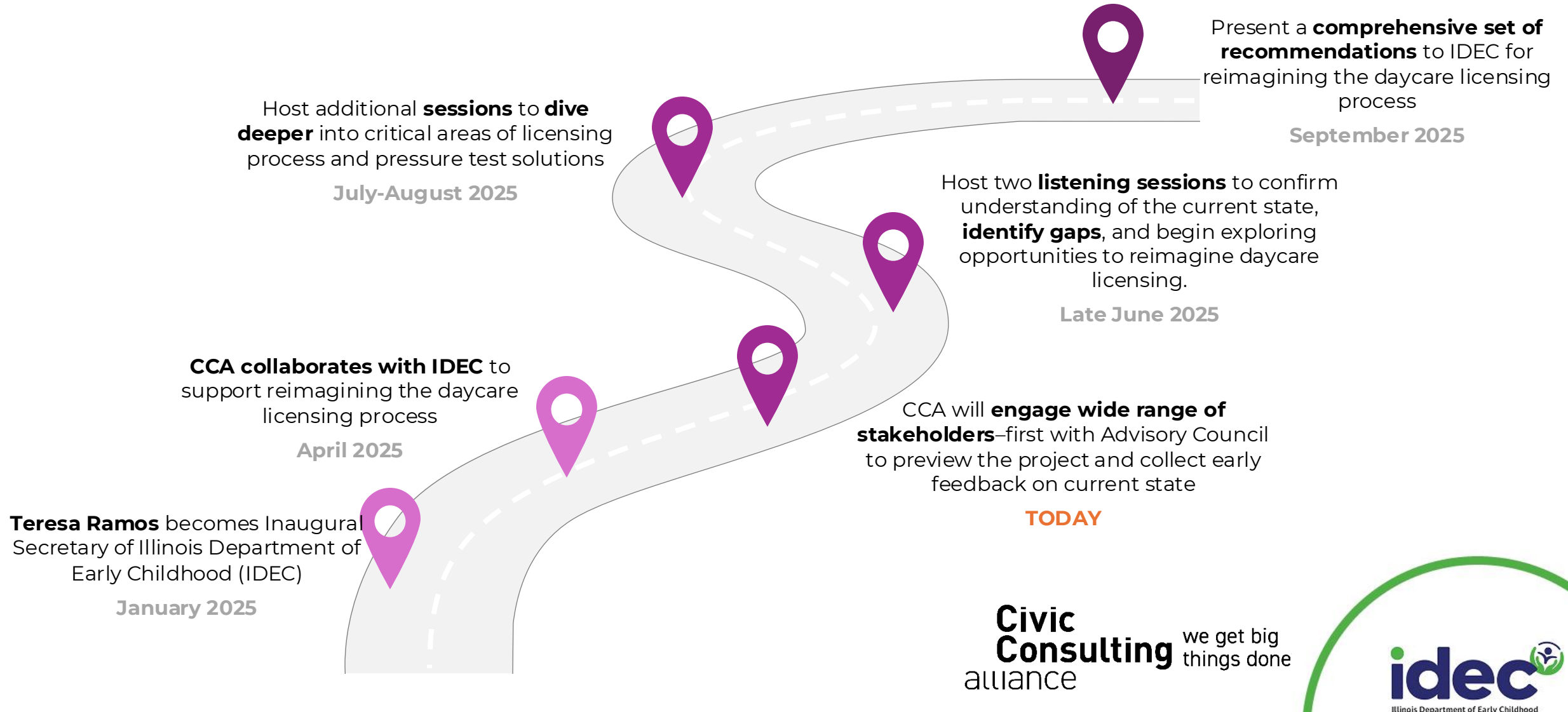
Launch



Listen



Lead



# Listening Session on Illinois' Daycare Licensing Process

- **Opportunity to share experiences** (both the positives and pain points) with the current system
- **Virtual** meetings
- **Two meeting dates** – the content will be the same for both
- **Spanish language interpretation** will be available
- **Monday, June 23**
  - 12 – 1:30 PM
- **Thursday, June 26**
  - 5-6:30 PM
- **Meeting link and registration available here:**
  - <https://idec.illinois.gov/events/2025/listening-session-one-daycare-licensing-process.html>



## Workgroup Updates



# Funding Design Workgroup June Update



- **Created design principles** that lay out a vision of what the future state should look and feel like
- Turning a corner from information gathering to **thinking about solutions**
- Two subcommittees will meet in June to September to start to envision solutions
  - **Funding alignment-** discussing how funding across all programs be better aligned and organized in service of our goals
  - **Funding distribution-** considering how the state should distribute funds to providers in a way that best supports our goals



# Data, Analytics, and Insights Workgroup

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Illinois Department of Early Childhood

# DAI Commitment Statement

The new Department of Early Childhood's Data, Analytics and Insights function will promote a more equitable system that meets the needs of all children and families by sharing actionable data directly with:

- **Families** so that they can more easily and equitably access the services needed and ensure their young children are reaching their developmental and learning milestones
- **Providers** and **Administrators** so that they can continuously improve how they support children getting the best possible start in life.

# Eight Key Principles Guide Our Work



**1. Make data about helping all children**



**2. Be transparent with the data**



**3. Make it easier to collect data**



**4. Make it easier to *use* the data**



**5. Make data widely available**



**6. Leverage modern technology when possible**



**7. Promote data ethics**



**8. Recognize communities as data experts**

# DAI Workgroup's Year One Charge, Priorities and Accomplishments

To help develop recommendations related to data and learning to inform the redesign of the state's EC programs and services, the Data and Learning Workgroup has:

- ✓ Informed the strategic 'building blocks' for the Data and Learning function of the new agency.
- ✓ Built a shared knowledge base for best practices in data and learning.
- ✓ Worked to inform the FY25 & FY26 Data & Learning implementation plan.



>65% OF THE WORKGROUP IS COMPOSED OF A PROVIDER, PARENT, OR WORKFORCE PERSPECTIVE

# Future State Reflections from April Meeting

- Interest in capturing more meaningful child-level data (e.g., how and why kids exit early childhood systems).
- Desire to elevate family voice in the design of data systems and data interpretation.
- Potential for integrating application processes across benefits (e.g., SNAP, housing), though current scope remains EC-focused.
- Long-term interest in using data to demonstrate the **impact of early childhood education** on family well-being and outcomes.



## DAI Workgroup Charge & Objectives for Transition Year 2



## DAI Workgroup's **Expanded Charge** For Year Two

Support IDEC leadership and Chief Data Officer in designing a family- and provider-centered early childhood data and technology systems that inform data-related decision-making. The workgroup will:

- Advise on priority metrics
- Inform data and technology design considerations
- Co-create an infrastructure for equitable, ongoing stakeholder engagement



# DAI Workgroup's **Objectives** for Year Two

1

**Support Transition Year 2 Roadmap Development**

- Contribute to the design of IDEC's Year 2 roadmap, ensuring alignment with agency-wide transition goals and family-centered principles.

2

**Advise IDEC on Data Design and Use**

- Provide strategic feedback to the Chief Data Officer and IDEC leadership on data priorities, system design features (e.g., family and provider portals, ECIDS), and outcomes-focused metrics
- Shape an approach to positioning data as a key enabler of equity, access, and continuous improvement

3

**Center human perspectives**

- Ground the work in insights about what families, providers, and system implementers need data to do (e.g., empower decision-making, reduce burden, and improve system navigation)
- Bridge quantitative and qualitative data by exploring strategies to incorporate qualitative data into the state's data infrastructure and ongoing practices

4

**Build Infrastructure for ongoing engagement**

- Support IDEC in developing a sustainable data governance structure to ensure ongoing qualitative input and iterative design
- Model inclusive, co-design principles through the workgroup's structure and processes

# Discussion

- What questions do you have about the workgroup's expanded charge and objectives?
- What questions or recommendations do you have on how we would bring the proposed objectives to life?





# **IDEC Workforce Workstream**



# Approach to a Large and Diverse Workforce

***What do we mean when we say "workforce"?***

**Who is in the workforce?**

- Child Care (center, home, school) teachers, assistants, directors...others?
- Home visitors and supervisors
- Early Intervention Providers (e.g., PT/OT/Speech)

**Workforce(s) are not the same**

- Issues impacting our ability to recruit, retain, and support a well-prepared workforce may vary by type of service and role.
- We don't want to generalize, and we need to (relatively) quickly understand and address issues impacting our workforce.

**How do we approach this work? What should we be considering for workforce members across service type?**

# Workforce Planning Approach

**2**

## Vision: Future State

- Our vision for the early childhood workforce in Illinois
- What is simpler, better, fairer?

**3**

## How do we get from current state to our vision?

What infrastructure is needed to make the vision possible?

- How do we get there?
- What are our top priorities?

**1**

## Current state:

*What is the landscape of the early childhood workforce in IL?*

- What is happening now?
- What is working?
- What needs to be adjusted?

**How do we ensure Illinois is able to recruit, retain, and support a well-prepared workforce for our children and families?**

# Gathering Information for Current State and Future Vision

1

## Current State

*What is the landscape of the early childhood workforce in IL?*

2

## Future State

Our vision for the early childhood workforce in Illinois

**Feedback** from listening sessions, community engagement, working groups, surveys/padlet

### **Additional Information Gathering:**

Conversations/Engagement: State agencies, higher education, workforce members, providers, advocates, and others.

Resources: Research, reports, data, materials

*For example:*

- Committee work and recommendations (e.g., ELC, Smart Start Workforce Grant Ad Hoc, Child Care Advisory, IL Interagency Council on EI (IICEI).
- INCCRRA & IDHS workforce reports
- National reports (e.g., CSCCE)
- ECACE reports and recommendations

**What other resources? What other voices that have not historically been at the table?**

# Discussion

1. How might we approach workforce planning with such a broad and diverse workforce?
2. What should we be considering for workforce members across service type?
3. What voices should we include that have not historically been at the table?



# Small groups in session. Meeting will resume momentarily.

Non-TAC public participants are encouraged to use this time to respond to discussion questions via Padlet:

- **Advocates:** [https://padlet.com/ssmillie2/TACmeeting19\\_WorkforceWorkstream\\_Advocates](https://padlet.com/ssmillie2/TACmeeting19_WorkforceWorkstream_Advocates)
- **Families (English & Spanish):** [https://padlet.com/ssmillie2/TACmeeting19\\_WorkforceWorkstream\\_Families](https://padlet.com/ssmillie2/TACmeeting19_WorkforceWorkstream_Families)
- **Providers (English & Spanish):** [https://padlet.com/ssmillie2/TACmeeting19\\_WorkforceWorkstream\\_Providers](https://padlet.com/ssmillie2/TACmeeting19_WorkforceWorkstream_Providers)
- **Service organizations:** [https://padlet.com/ssmillie2/TACmeeting19\\_WorkforceWorkstream\\_ServiceOrganizations](https://padlet.com/ssmillie2/TACmeeting19_WorkforceWorkstream_ServiceOrganizations)
- **State and local agencies:** [https://padlet.com/ssmillie2/TACmeeting19\\_WorkforceWorkstream\\_StateandLocalAgencies](https://padlet.com/ssmillie2/TACmeeting19_WorkforceWorkstream_StateandLocalAgencies)
- **All other roles (English & Spanish):** [https://padlet.com/ssmillie2/TACmeeting19\\_WorkforceWorkstream\\_AllOtherRoles](https://padlet.com/ssmillie2/TACmeeting19_WorkforceWorkstream_AllOtherRoles)

Non-TAC public participants may also use this time to:

- Explore the Early Childhood Transition website
  - <https://idec.illinois.gov/>
- Provide feedback via survey
  - English: <https://forms.gle/4b9egPz6nXJ4XR427>
  - Spanish: <https://forms.gle/TCQu7sqr4MQpaxEu9>



# Full group reflections

Share 2-3 key takeaways from your small group discussion.





# Looking Ahead and Next Steps



# TAC Feedback Survey

Please take a moment to fill out the TAC feedback survey.

[https://docs.google.com/forms/d/e/1FAIpQLSdG8kADUM9TG9XRdJaaCMiLHdHiCj7sQ\\_5PYT4tKsq6yBwp0A/viewform](https://docs.google.com/forms/d/e/1FAIpQLSdG8kADUM9TG9XRdJaaCMiLHdHiCj7sQ_5PYT4tKsq6yBwp0A/viewform)





## Next Steps & Close

- Please complete the TAC Feedback Survey and respond to the equity reflection prompts.
- Follow up email to be sent next week with meeting summary.
- TAC members should reach out to Ann Whalen or Bela Moté with any feedback
- Next TAC Meeting:
  - **Tuesday, July 15, 5:30 – 7 pm**
- Licensing Listening Sessions:
  - **Monday, June 23, 12 – 1:30 pm**
  - **Thursday, June 26, 5 – 6:30 pm**

**Thank you!**