



## MEETING NOTES

### Region 34 Action Council Meeting

Date & Time: 03/17/23 10:00 am-01:00 pm

Council Members present: Dane Cruz, Maria Pizano, Pankti Jani, Anani Moy, Jamie DiCarlo, Janie Metzger, Jessica Medina, Jennifer Cordova, Lauren McArdle, Nicole Johnson, Dr. Michael Karner, Jessica Medina, Jon Ashworth, Melissa Ferguson, Martina Rocha, Maria Colunga, Natalie Udstuen, Dylan Olthoff and Taishiya Nix

Council Members Absent: Arnita Hodge, Bobbie Hinden, Joan Battley, Rosa Herrera, Treana Moore, Cheryl Caesar, Kerry Stokes, and Lupe Rodriguez.

#### 10:00 AM: Welcome and Introduction (10 min)

Facilitator (s): Dane Cruz

#### 10:10 AM: Review of all Action Council Meetings (140 min)

Facilitator(s): Dane Cruz

#### Notes: Regional Community Development Demographic Landscape

Decisions made: N/A

Next Steps: N/A

#### Notes: Reviewed Information on- Household Median incomes

- Lake County is a tale of 2 different Counties,
- Zion has a high number of Risk Factors accompanying their lower-income households,
- Majority of the Public Transportation is in Low Poverty Areas (does not cover all areas),
- Diamond Lake and Mundelein have inequities when looking at income,
- Highland Park has inequities when looking at income,
- The large brown (northern part of the income map on IECAM) areas have farmland included,
- Higher median incomes are in the southern part of the County,
- There is a different concentration (Fox Lake) of income,
- Fox Lake and Round Lake have a high number of risk factors.



Decisions made: N/A

Next Steps: N/A

Notes: **Reviewed Information Regarding the Number of children under 6 years old**

- 50,660 total children (23,865 0-2 yrs.) (26,795 3-5 yrs.)
- Thought we had more children in Lake County,
- The places with low median income are where we have more kids,
- Lake County is above the National Average for children under 5,
- There are a lot of children in East Lake County,
- The total number is important but more important is the number of children whose needs are not being met.

Decisions made: N/A

Next Steps: N/A

Notes: **Reviewed Information Regarding Distribution of Racial/Ethnic by Year**

- Race and Ethnicity are counted together; however, both should be counted separately,
- The number of Non-Hispanic population is surprising, I thought it would be lower,
- Race/Ethnicity should be self-selected (there were reported instances of race/ethnicity being assumed by agencies),
- Biracial Hispanic children are missing in data,
- Not surprised by the population breakdown,
- There are other ethnicities not counted in areas.

Decisions made: N/A

Next Steps: N/A

Notes: **Reviewed Map that showed the location of different Racial/Ethnic Families**

- There are children from different backgrounds that need help everywhere (county-wide issue),
- Data is collected by "census tract" not zip code/cities (i.e., North Chicago),
- Thought we had a higher concentration of Hispanic population,
- There is a correlation between median income (for some areas) and pockets of racial diversity,
- I like this map that shows the different concentrations of ethnic families,



- Not surprised at all.

Decisions made: N/A

Next Steps: N/A

Notes: **Reviewed Information about languages spoken other than English and Spanish**

- 95.37% of families reported they are English Speaking Households
- 2.54 % reported limited English-Speaking Households (Spanish)
- 2.09 % reported limited English-Speaking Households (other language)
- Languages other than English and Spanish spoken in Lake County are - Mandarin, Hindi, Cantonese, Hebrew, Sign Language, Tagalog, Korean, Russian, Polish, Ukrainian, Punjabi, Slavic Languages, and Arabic.

Decisions made: N/A

Next Steps: N/A

Notes: **Why it is important to include Demographics information in the Regional Scan?**

- We must be fiscally responsible and know where the funds should go,
- It gives us an idea of the type/level of resources we need to support our population,
- It helps to plan for the future,
- We can see the correction between needs and location,
- It paints the picture of reality,
- It gives an idea of where to hold ourselves accountable (holding equity),
- When we know better, we can do better,
- It gives an idea of household income and where the children are,
- We can identify where the resources should go and access to quality and cost healthcare.

Decisions made: N/A

Next Steps: N/A

Notes: **Review Early Education Program and Services & Slot Gap information**

- RCM gave an overview and differences between Licensed Child Care Centers, License Exempt Child Care Centers, Family Child Care Centers, Prevention Initiatives, Early Head Start, Preschool for All, and Preschool for All Expansion.

Decisions made: N/A



Next Steps: N/A

Notes: **License Child Care Centers and License-Exempt Child Care Centers**

- The difference between licenses and licenses exempt- do not get the same payment from the state, depends on the number of children served and square footage, different requirements,
- Safety is the same requirement for both programs. Fire inspection is required for all programs,
- A licensed center requires staff to have more credentials.

Decisions made: N/A

Next Steps: N/A

Notes: **Family Child Care Home**

- There are two different types of home licenses: -Individual and Group licenses, Group license requires the owner and substitutes to have a CDA or college credit,
- Depending on the center's Square Footage, a license might be required.

Decisions made: N/A

Next Steps: N/A

Notes: **Preschool for All (PFA) And Preschool for All Expansion (PFAE)**

- PFA can be a full day or half day.
- Fox Lake- Currently has half-day and full-day programs,
- Priority is given to at-risk families that score high on the risk assessment or score lower on the developmental screener.

Decisions made: N/A

Next Steps: N/A

Notes: **Head Start (HS): 3-5-year-old and Early Head Start**

- Head Start can serve children 130% below the Federal Poverty Line,
- They are currently going through a transition to the YWCA Metropolitan of Chicago. Changing from a center based model to a partner-daycare model.

Decisions made: N/A

Next Steps: N/A



Notes: **Local or Regional Programs or Funding sources that support ECEC service**

- Home Visiting Program,
- Baby Talk Program running in Waukegan,
- Our Action Council Member Dr. Karner (Region Office of Education) works with pediatricians to give resources and connects them with school districts,
- College of Lake County provides support and advising/navigates Gateways,
- Training on mental health and kids with special needs,
- Early Childhood Coalition gives free training to members,
- Region Office of Education provides Gateway certification,
- Spread vision of no wrong door,
- There are six grant opportunities for Licensed providers and License exempt providers to come with CPR \$125 per person and accelerate up to \$7k for materials,
- YWCA will pay Trainer stipends/Accreditation for License exempt \$300, in-home providers \$150 with safety tools like fire extinguishers, and smoke detectors, etc, Child Development Associate program provides \$425 per person for working on Spanish or reimbursement up to 80% with receipt,
- YWCA Navigation promotes education and free scholarships,
- College of Lake County and Child Development Associate is giving elective credits if working toward an AA degree,
- Mountain Top Birth-5 Dist 116 (Tier 1 support) helps connect with services with resources and is privately funded.

Decisions made: N/A

Next Steps: N/A

Notes: **Viewed Asset Map with Locations of Licensed Child Care, Licensed Family Care Centers, and Licensed Exempted Family Care Centers**

- We are underserving of our youth,
- Head start work with Childcare centers to partner to get 1 or 2 classes,
- Has the same pockets as the other slides,
- A lot more daycares in the Waukegan area. total of 12,599 Licensed Child Care slots, 4,021 Family Child Care slots, and 684 Licensed Exempt Child Care slots was identified.

Decisions made: N/A

Next Steps: N/A



Notes: **Income Breakdowns for IDHS Child Care Assistance Program (CCAP)**

- Family of 2- Max Monthly Income \$3,433
- Family of 3- Max Monthly Income \$4,318
- Family of 4- Max Monthly Income \$5,203
- Family of 5- Max Monthly Income \$6,088
- Family of 6- Max Monthly Income \$6,973
- Family of 7- Max Monthly Income \$7,858
- Family of 8- Max Monthly Income \$8,743
- Family of 9- Max Monthly Income \$9,628
- Family of 10- Max Monthly Income \$10,421
- 6,250 children being served currently,
- Action Council member stated that "Childcare is not affordable w/o CCAP".  
Head Start can serve children 130% below the FPL.
- Childcare is not affordable without CCAP for low-income families.

Decisions made: N/A

Next Steps: N/A

Notes: **Average cost of childcare provider in Illinois is \$16.08 per hour**

- Daycare should be free for all. So, our children can be ready for life. Not having quality childcare will lead to more problems/assistance in the future,
- Lack of programs places kids at high risk for negative things/outcomes,
- Parents can't afford Childcare, so they don't work,
- Children's Safety is at risk- Parents select the cheaper/free option,
- Quality of family structures is suffering due to the high costs: Parents work a lot and come home too tired, if not working some parents do not know how to teach their kids at home.
- The playing field is not level,
- The bigger problem is not having staff, drought-in staff applicants,
- Parents must choose what are essential items they are going to do w/o,
- Home Daycares should have more training/ requirements (15 hrs.) should be 10 hrs. per/month,
- If parents split the care- they are tired, and the education might not be quality,
- There is Education assistance (scholarships) available for childcare staff.

Decisions made: N/A

Next Steps: N/A



Notes: **Public Funding ECEC Sites**

- 6 programs Head Starts as of July 2022- Head Start has transitioned to YWCA Metropolitan of Chicago (daycare partner model)
- We have 70 Early Head Start Slots in Lake County.

Decisions made: N/A

Next Steps: N/A

Notes: **Prevention Initiative**

- 553 proposed Capacity in 2021,
- Family Focus has 165 families,
- Round Lake has 60 in 2021 and 120 in 2022,
- Prevention Initiative the number is in Highland Park, but they service the whole county.

Decisions made: N/A

Next Steps: N/A

Notes: **Preschool for All(PFA) and Preschool For All Expansion (PFA-E)**

- 2,880 proposed Capacity for PFA and 155 for PFA-E in 2021.

Decisions made: N/A

Next Steps: N/A

Notes: **Head Start (HS) & Early Head Start (EHS)**

- Head Start works with Childcare centers to partner to get one or two classes.

Decisions made: N/A

Next Steps: N/A

Notes: **Why it is important to include this information in the Regional Scan?**

- It gives opportunities at the Regional level,
- It gives us an overall idea of different providers located in different areas of lake county and areas that need to be focused on,
- It helps to identify Fiscal responsibilities (where the money is going to go),
- It helps us look at opportunities for the coordination of services,
- We can know what we currently have in terms of resource planning as well,
- It gives an idea of how/where we can help other districts to apply for PFA with resources and support.

Decisions made: N/A

Next Steps: N/A



Notes: **Slot Gap of Prevention Initiative, Preschool for All, Head Start, and Early Head start**

- 3,802 Publicly funded slots,
- We are undeserving and we are undeserved,
- The numbers are not surprising,
- 46,858 children do not have a Publicly funded Seat,
- Other states offer more funded slots,
- 2 School Districts let PFA go due to all the work required (incredibly detailed and stressful).

Decisions made: N/A

Next Steps: N/A

Notes: **Determine the Slot Gap between Licensed Child Care, Licensed Family Care Centers, and Licensed Exempt Family Care Centers**

- 21,106 Total ECEC Slots,
- 29,554 Children with No seat 58.33%.

Decisions made: N/A

Next Steps: N/A

Notes: **Do the numbers represented surprise?**

- Numbers are reflecting a harsh reality,
- We need the participation of everyone to solve problems,
- Information provided is disappointing,
- We need more variety of program models and categories.

Decisions made: N/A

Next Steps: N/A

Notes: **Determined Slot Gap by Townships**

- 959= Antioch Slot Gap
- 2,207= Avon Slot Gap
- 980= Benton Slot Gap
- 472= Cuba Slot Gap
- 1,576= Ela Slot Gap
- 1,146= Fremont Slot Gap
- 1,158= Grant Slot Gap
- 2,151 = Lake Villa Slot Gap





- 1,419=Libertyville Slot Gap
- 2,087= Moraine Slot Gap
- 219= Newport Slot Gap
- 795= Shields Slot Gap
- 2,165= Vernon Slot Gap
- 2,204 Warren Slot Gap
- 1,546= Wauconda Slot Gap
- 4,707= Waukegan Slot Gap
- 1,598= West Deerfield Slot Gap
- 594= Zion Slot Gap.

Decisions made: N/A

Next Steps: N/A

Notes: **Why it is important to include this information in the Regional Scan?**

- We can identify the number of unserved children,
- It helps us to understand where we need more capacity,
- It shows that each area/township has different needs, and no township is the same. Highlights equity issues in funding.
- Parents were hesitant on sending children during the Pandemic.
- We need a combination of resources,
- While seeing the numbers of slot gap makes us nervous, numbers need to be updated,
- More high-quality programs needed in the Region,
- Lack of workforce is a challenge due to low pay rates,
- Parents were hesitant on sending children during the Pandemic, so children are two years behind,
- Creating programs for the future is hard as the pandemic effects are still around,
- PFA could service more children than Childcare facilities.

Decisions made: N/A

Next Steps: N/A

Notes: **Review Early Childhood Education and Care Workforce**

Decisions made: N/A

Next Steps: N/A



Notes: **Reviewed Information regarding License Centers Directors, Teaching Staff, FCC Providers-Race/Ethnicity**

- Hispanic and Asian are underrepresented in the Center Director and Teaching Staff graph,
- More opportunities should be provided to other race/ethnicity,
- Second languages are likely underrepresented,
- Data are closed to Lake County stats,
- CLC (Collage of Lake County) is offering dual language classes,
- Teaching Staff has long working hours,
- Teaching Staff is closer to representing the community,
- There is a lack of knowledge about credential resources,
- Most of the teaching staff preferred to learn in their home language,
- Marketing of credential resources is needed,
- FCC Providers needed to be motivated to focus and make goals to make a License Facility,
- FCC Providers for Hispanics/Latinos are over-represented,
- More awareness and continued pushing are needed for training and classes.
- Training is being repeated several times by agencies,
- More work is needed for License centers and the Risk associated with them,

Decisions made: N/A

Next Steps: N/A

Notes: **Reviewing Information on Licensed Center Directors-Highest Level of Education**

- Data is only as good as it is collected,
- Is the data accurate in terms of quality and resources,
- The data is surprising as some center directors have GED, where are those programs? Did they get "grandfather" in?
- To see if the workforce has time and willingness to go back to school for higher education,
- Some of the GED programs could be "Grand Father", very informative and supportive,
- We should have more teachers with higher credentials,
- One Hope Unite (Busy Bee) & Highland Park Community has teachers with BA,
- 50 hours of training per year is needed.
- Continue efforts and done to make CE available for staff ongoing.



- FCC -have more scholarships like YWCA give \$500 yearly for professional development and consistency in learning,
- There should be an ideal High School pipeline for the level of education and placement in the Childcare Center,
- The Department of Children and Family Service States that a childcare director should have 60 hours per semester or 90 quarter hours of education credit.

Decisions made: N/A

Next Steps: N/A

Notes: **Reviewed Information regarding Licensed Center Teaching Staff-Highest Level of Education**

- The Department of Children and Family Service has a list that has transcripts from another country-sometimes transcripts are valued as lower than what was received,
- Degrees are not translated well from country to country,
- There is a need for an increase in awareness of scholarship opportunities,
- Teaching staff face a language barrier,
- If help and guidance are available, more teaching staff will try for further education,
- We need to create more awareness of the opportunities available for pursuing education,
- More help and programs are available nowadays,
- Some Teaching Staff might have degrees in Early Education that are nontransferable,
- Number of licensed teaching staff could increase if more help is offered,
- A lot of the bilingual programs have the education from their native country.

Decisions made: N/A

Next Steps: N/A

Notes: **Reviewed Licensed FCC Providers-Highest level of Education**

- Data represent more support is needed,
- FCC Providers are expected to obtain more associate degrees in Spanish at St. Augustine,
- Quality of the program and how to measure that is a question,
- Current Level of Education depends on their past education,
- More support is needed to deal with barriers and FCC provider's needs,
- CLC is looking for more teachers for the ECEC program.



Decisions made: N/A

Next Steps: N/A

Notes: **Hourly Wages by the role in Licensed Child Care Center**

- Low hourly wages make recruitment very difficult,
- Staff working in retail like Walmart/Amazon are making more money,
- Information about benefits needs to be shared with providers,
- For Childcare providers, the Center- based programs may be getting two weeks of Paid time off, FCC Providers are encouraged to take time off in their policy and procedures, and some corporate childcare offers Health Insurance,
- Current wages of the ECEC workforce make sustainable life difficult.

Decisions made: N/A

Next Steps: N/A

Notes: **Why it is important to include this information in the Regional Scan?**

- It helps to know that it is hard to find people to work for ECEC as the salary is not competitive,
- If we are looking to open more programs, we need more staff to do that,
- For License Center Directors 60 semester hours will be a general requirement at a community college which should be stricter as the last two years is where they learn the ECEC specialty,
- People with Associates are transferring to state colleges,
- ECEC scholarships are getting ECAC with BA credentials.

### **12:30 PM: Strength, Opportunities, and Needs (20 min)**

Facilitator(s): Dane Cruz

Notes: **Strengths within our Region**

- Lake County has a strong community college,
- We have the capacity to train and educate the younger populations,
- Resources are available in the form of Grants and Scholarships,
- We have a strong Action Council member team,
- ECEC providers are more willing to collaborate in the future,
- Data shows assessments have been completed but not current,
- Higher capacity/enrollment in programs is founded.

Decisions made: N/A

Next Steps: N/A



Notes: **What are the needs and opportunities for growth in our Region?**

- More needs for allocation of resources,
- There is a pool of substitutes,
- Awareness of current opportunities should be spread,
- Improvement in children for the staff ratio is needed,
- More partnerships are needed,
- There should be one stop shop-No wrong door.

Decisions made: N/A

Next Steps: N/A

**12:50 PM: Closing and Reflection (10 min)**

Facilitator(s): Dane Cruz

Notes: **What gaps still exist in the data? Are there any questions we can answer due to missing data?**

- Sources of the data collected,
- Requirement of breakdown in data of 0-2 years and 3-5 years for Childcare facilities,
- Data is missing the number of undocumented families,
- Data about people already working in daycare to see if they want to continue getting more education,
- More detailed data for household income with the total number of family members,
- More updated data are needed for future planning.

Decisions made: N/A

Next Steps: N/A

**Next Action Council Meeting on April 21, 2023, @10 am at LCHD 3010 Grand Ave Waukegan, IL or Zoom**

**Next Steps: Early Childhood Education and Care Workforce, Regional Strengths, Regional Challenges, Regional Needs, and Recommendations.**