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LRB101 12558 ALS 60955 r

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HOUSE RESOLUTION

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WHEREAS, Illinois' early childhood education workforce
3 faces a teacher recruitment and retention crisis; and

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WHEREAS, Early childhood education in Illinois is an
5 economic engine, generating \$2.6 billion in revenues annually;
6 and

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WHEREAS, Illinois is home to just under one million
8 children between the ages of birth and five; and

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WHEREAS, 40 percent of Illinois children live in low-income
10 families; and

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WHEREAS, Young children thrive when they have secure,
12 positive relationships with adults who are knowledgeable about
13 how to support their development and learning and are
14 responsive to their individual progress; and

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WHEREAS, The early childhood professionals entrusted with
16 the care and education of young children bear a great
17 responsibility; and

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WHEREAS, To train, retain, and recruit highly-effective
19 early childhood practitioners, we must be responsive to the

1 needs of current and aspiring workforce members; and

2 WHEREAS, The 2017 Illinois Early Childhood Workforce
3 Hiring Survey Report found that 47 percent of the programs have
4 four or fewer classrooms, while nearly 20 percent have just
5 one; and

6 WHEREAS, The 2017 report found that turnover rates for lead
7 teachers in licensed child care centers were twice as high, 42
8 percent, as turnover rates in school-based programs, 21
9 percent; and

10 WHEREAS, The 2017 report found that 73 percent of
11 administrators reported being diverted from their duties to
12 fill vacant teacher positions; and

13 WHEREAS, The 2017 report found that 66 percent of programs
14 reported teacher burnout due to inadequate staff; and

15 WHEREAS, The 2017 report found that, on average, it takes
16 nearly a quarter of a year to fill a lead infant-toddler
17 teacher position, a hiring gap that leaves many of the State's
18 youngest children without qualified teachers for months at a
19 time; and

20 WHEREAS, The 2017 report found that inadequate salary and

1 benefits were the most frequently cited barriers to hiring and
2 retaining qualified staff; and

3 WHEREAS, The National Survey of Early Care and Education
4 finds that 46 percent of child care workers in Illinois earn
5 salaries that qualify them for some public health benefits at a
6 cost of \$71.4 million to the State; and

7 WHEREAS, The 2017 Illinois Network of Child Care Resource
8 and Referral Agencies report found that 98.1 percent of head
9 teachers are female; and

10 WHEREAS, The State of Illinois' obsolete, restrictive
11 rules governing early childhood educator hiring qualifications
12 discriminate against educators with classroom experience,
13 further exacerbating the early childhood education workforce
14 crisis; and

15 WHEREAS, Early childhood education providers are
16 underrepresented on the Illinois Learning Council, the DCFS
17 Advisory Council, the DHS Childcare Advisory Council, and the
18 Professional Development Advisory Council; and

19 WHEREAS, The quality in early childhood education lies
20 squarely in the interactions that transpire between teachers
21 and children; and

1 WHEREAS, Governor JB Pritzker has made early childhood
2 education a centerpiece of his agenda; therefore, be it

3 RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE
4 HUNDRED FIRST GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that
5 we recognize that the State's early childhood education
6 workforce is in a state of crisis; and be it further

7 RESOLVED, That we urge the General Assembly to take action
8 to modernize its early childhood education funding and teacher
9 qualification standards to address the early childhood
10 workforce crisis; and be it further

11 RESOLVED, That we urge the Governor of Illinois to increase
12 early childhood education provider representation on the
13 Illinois Learning Council, the DCFS Daycare Advisory Council,
14 the DHS Childcare Advisory Council, and the Professional
15 Development Advisory Council to assure provider voices are
16 heard as early childhood education policy is developed and
17 implemented; and be it further

18 RESOLVED, That suitable copies of this resolution be
19 presented to the Governor of Illinois, the Speaker of the
20 Illinois House of Representatives, the Minority Leader of the
21 Illinois House of Representatives, the President of the

1 Illinois Senate, and the Minority Leader of the Illinois
2 Senate.