

## **PRINCIPLES of VERMONT'S PROFESSIONAL DEVELOPMENT SYSTEM**

Adopted 3-4-2011

The following principles serve as a framework for developing as well as evaluating Vermont's Professional Development System for early childhood and afterschool professionals.

These principles have been developed collaboratively and are approved by the Child Development Division and partners throughout the state including the Professional Preparation and Development Committee.

Sponsors of training and education services may use the principles to help plan and deliver professional development opportunities. Ultimately, it is the practitioner and the children who should benefit from a professional development system that incorporates these principles.

Vermont's Professional Development System for early childhood and afterschool professionals is:

### **1. Clear and Known**

Practitioners know there is a professional development system that is available to them.

### **2. Supportive of Professional Growth**

Learning opportunities build upon knowledge and skills in systematic and meaningful ways. Professionals who attain enhanced knowledge and skills are recognized and compensated for achievements along their professional career pathways.

### **3. Research-based and Relevant**

Useful professional development content and instructional practices are based on recognized and effective standards that support best practice.

### **4. Integrated and Aligned**

Professional development is articulated so that it is recognized and meaningful across different systems and work settings.

### **5. Accessible**

Professional development opportunities and pathways are designed with a variety of delivery options, to be flexible and available to diverse populations and skill levels.

### **6. Financially supported**

Sufficient and dependable funding, both public and private, is available to support quality professional development that reflects these principles and related practices.

### **7. Evaluated on all of the above criteria**

These principles are used to evaluate professional development activities and the system as a whole in order to ensure an increasingly proficient workforce.