

Professional Development Data Summary, August 2018  
Open Response (question 13)

**Please share your thoughts about other professional development supports you need.**

*Below are the responses received to this optional, open response question. Respondent answers of "unsure," "not at this time," "none," and "n/a" have been removed. All other answers have been included. Some responses have been edited slightly for clarity.*

1. I would like to increase my computer literacy skills
2. I have been able to find the professional development I need. I think there are many different resources available - all anyone has to do is know where to look
3. A checklist of what has to be done for CDD, STARS, food program etc. all in one place. There are too many separate processes and when treading in unfamiliar territory it is hard to keep track of what has to be done each year AND knowing how to accomplish those tasks is often unknown too. This makes for a lot of stress.
4. I enjoy all PD, you can never stop learning. I will be looking for Director, staffing support, and how to continue up the ladder in the next twenty years.
5. Required trainings should be offered more
6. Being that I have been in the field for over 22 years and have two degrees I would love ♥ more advanced training
7. I would like trainings and classes that help with getting a teacher license and workshops on tools for passing the Praxis exams.
8. More training available here and free or inexpensive
9. Help with the implementation of tools for staff
10. Basic things like CPR
11. Trainings that meet licensing regs for directors
12. Information about what is in the future: notifications, classes, staying on task, licensing
13. There really are not a lot of trainings available for all levels. We need the very basics like early child development for those that have no training to trainings for people that have been in the field for a long time
14. I would like to be able to see "at a glance" all the different types of classes being offered both in person and online. Some of my best / most profound PD experiences were when I took a class I had no idea about, but the title sounded intriguing, and so I signed up! Now you have to choose so many filters and it's almost impossible to see all the titles. I don't think that every single Fundamentals class offering should have its own line in the BFIS course calendar... you are either taking Fundamentals or not - and the general public doesn't need to see each week's course offering.
15. I need a clear schedule of when and where I can take trainings I need quarterly, can be online. I need to know how to obtain medication administration training. I need trainings to be affordable as my employer does not pay for them, and accessible in terms of when and where they are offered. Online trainings are great.

16. Make the steps to attaining your license through the peer review process more streamlined and please stop changing the process (this is more directed at AOE).
17. Great job
18. There isn't much on the BFIS calendar, if anything is offered at all. There is a lack of new and interesting trainings for those who have done most. There is a general lack of trainings for any level. It would be ideal to have required trainings offered each fall for new staff, and again in the spring to account for turnover. Basic and advanced specialized care opportunities are needed as well. Access to regular TS Gold trainings for new staff in the fall would be great. Our local starting points network should have their opportunities posted publicly, not in a closed Facebook page that they deny you access too. It would be great for individuals taking on designing and instructing (farm to Pre-K, Addison county curriculum group) to be visible on your site. We often rely on heresay and forwarded emails to find out about trainings around the state, that are not on the site. Mentoring and leadership classes would be great, as well as anything on negotiated curriculum, pedagogy, and therapeutic child care. Having access to new and inspiring PD is essential to keeping staff in this fragile market. A great resource to get on your feet would be our previous and incredibly connected resource specialist. While I know it will take some time, relationships need to be formed with local providers, it is essential. Maybe visiting programs and getting real life feedback could be powerful. I know that this system will take time to get running. We are all trying to be patient, but the general sense is frustration. I'm sure we can't imagine the work and hurdles you have. My, what a big and overwhelming task you have!
19. Navigating director licensing requirements. What information is housed where
20. With all the demands and changes in early education I would like more training on how to implement age appropriate math and literacy curriculum.
21. I really need Fundamentals
22. It supports my needs by providing me the training hours I need for regulation compliance.
23. I feel like a lot of the professional development was taken away when our local umbrella limited staff positions. We have access to courses but no longer have support.
24. My local provider association does wonderful, setting up trainings needed
25. I'm not to computer smart I have a hard time accessing the online training
26. All is good
27. More offerings on a variety of topics in locations that are convenient, more financial support, a BFIS course calendar that works
28. I am not sure what communities of practice is
29. Trainings on children of military parents
30. Classes for specialized care, graduate level classes on special education
31. We are curriculum school, we offer many cognitive learning opportunities for our children, foreign languages, cultures around the world, learning about different Artist, Music, Dance and the many different styles in each categories, children learn and create different models using different hands on materials
32. Myself and other providers I know sometimes feel it is hard to find adequate trainings at this time we are still searching for first aid training it shouldn't be this hard it never was in the past maybe things are becoming too complicated

33. I would like there to more classes online as a parent it's hard to go for classes at night but I can do them online anytime
34. Having a mentor is a great, had one in the past and it gave me the confident and modulation I needed.
35. I usually get my help from Michelle Sheldon and Tina Lothian. They are wonderful! Or other providers
36. Supports around providers who work with children and families experiencing high degrees of stress
37. More information in regards to where and when trainings are happening. It seems there's a mystery right now as to what to do for trainings because a lot of my coworkers (myself included) relied on the CCR for trainings; and we are not interested in courses at CCV- just trainings.
38. After 35+ years in this field, new trainings are hard to come by! For me, going to a class to learn how to read or play is not what I want to do after working with the children 10+ hrs, meeting cleaning/sanitizing requirements and then driving there! The classes offered by our starting points leader in Fairfax, along with the St. Albans leader and the 2 leaders up in the Sheldon area, are the most successful, fun and engaging experiences we have. Hoping they continue!
39. There needs to be a way for providers to more easily access lists if trainings available. These are difficult to find. These trainings also need to be affordable and work within the time constraints for both center-based providers and home providers. There is often not a lot of financial resources or time.
40. What are communities of practice?
41. The next step from fundamentals
42. I need to take two more courses to meet my directors credential, I have found it nearly impossible to find the classes I need. The ones I have found CDD doesn't support for the qualifications they require.
43. The grant process for college courses that are mandatory in long. It would be helpful for centers if some of the college courses that are mandatory are free.
44. Trainings in my area, central VT
45. Professional development is few and far between in our area
46. We need supports around trauma trainings
47. Waldorf and Montessori training is recognized on the career development ladder, however there are no continuing education/professional development opportunities/credits available in the state to these early ed. professionals.
48. Online training would be so much easier for me
49. I need more specialized care trainings in my area to maintain 6 hours yearly
50. Being a starting point leader in Castleton I have resources for professional development through VB5 and Northern Lights.
51. There are limited or no trainings or professional development opportunities in my area – extremely hard to meet the licensing requirements without attending conferences or via online resources.

52. I've been here for 15+ years, have a BS and M.Ed in the field. Not too much you all can offer me- I need to have college level courses to maintain my teaching license but am not interested in or have already taken the ones at CCV. I'm interested in Chance for Change Leadership opportunities and also more business level courses
53. More relevant trainings
54. Behavioral supports; autism; multi age teaching
55. Often trainings are for new providers. I often feel as though they aren't at all challenging. More advanced trainings and trainings on new up and coming issues (like supporting kids with severe behavioral needs) would be useful
56. Self-paced courses are helpful for working professionals
57. More options on specialized care trainings.
58. We need to have the trainings required by CDD offered in our area
59. New and more advanced trainings offered locally.
60. I'd love to have more observers who just come in and watch you for a bit and tell you the good and what you need to work on
61. Financial!
62. I think that funding for professional development is a challenge for some folks as well as time
63. To work the mentor and get mailings about trainings
64. Ways to support parenting, support groups
65. I would like to see a Zones of Regulation or other comparable training offered. Many young children today are struggling or deficient in the social/emotional domain and I would like to see more training focused on this area.
66. Coaching is mentioned above, I really miss having my VB5 mentor. I found having someone there helping with goal setting, and helping me reach those goals was uplifting.
67. I would love to see the director trainings all lumped under one heading
68. With all the new requirements, we are asking all our staff (including subs) to complete 15 hours of training per year. This is a big time commitment for our part-time assistants/subs. We are grateful that the so far many of the required trainings are free, but even the ones that cost \$15/person add up when you have 15 employees who need to complete them and you have to pay them for their time on top of it. It is a challenge for our program. More financial support for Early Childhood programs to meet the requirements would be very helpful - perhaps a stipend/bonus for completing a certain number of hours of required trainings?
69. It would be great for those of us who feel they are seasoned and qualified to be able grow in other and work with NL/CCV, VB5, etc. ways to better support early Childhood professionals.
70. My preference is for in-person trainings that are 2 hours long (not 6-8 hours) and/or for self-guided online trainings of any length.
71. Afterschool supports are woefully inadequate as we attempt to uphold and sustain professional excellence. There is a giant need.
72. It would be great if CPR and first aid were offered as trainings

73. I have not seen trainings that apply to my credentials
74. To make this field more professional we really need to help people get DEGREES.
75. We need support with challenging kids, trauma, sexual abuse, odd, managing all boys in a room, engaging activities, teaching children to play
76. Trainings that are current and useful with my clientele, such as drug addiction and how it affects families and kids, or how to access supports for families.
77. Just filled out STARS application without any help. Left several messages for STARS office with no return call. I need support and have not been given any. When Rachel was my mentor she would answer questions through email, now I have NO help at all
78. More workshops overall. More opportunities for staff to meet basic qualifications such as medication administration, basic specialized care, cpr/first aid and Fundamentals
79. I would like to see classes on the creative arts for young children...incorporating songs and puppetry with the kids as well as ideas for seasonal activities. I guess my interest is in creating seasonal curriculums of songs and stories.
80. It would be helpful to have classes offered specifically to orient us to professional development opportunities, grants/funding opportunities, how to navigate BFIS and Northern Lights, and specific guidance from a CCV mentor on doing Alternative Pathways to get college credit. Perhaps this could be offered at the beginning of every year as an orientation.
81. More online trainings. Time is precious!!
82. I really liked having a mentor that would help me with the stars paperwork and what training would keep me moving forward. Not just take training because they were free and needed hours.
83. There are very few opportunities for trainings in southern VT. Everything seems to be a 2-3 hour drive for me, which is just not feasible for me and my family. I cannot attend trainings in mid to northern VT, and so I am behind in professional development.
84. Our organization needs the full range of trainings, from the very basic, from Fundamentals through advanced graduate work.
85. Not much that appeals to me
86. Lack of communication have hindered my access to learning. I didn't even know I had a resource advisor.
87. I just need trainings I haven't taken before that are interesting and that I can relate too. 110
88. Health and safety, support other staff in room, group opportunity for same training
89. I would like to see a class that supports different generations working together as a team in a Center based program. It is my experience that sometimes it's difficult for the more mature staff to understand the younger newer to the field staff, and the younger staff not understanding the experienced, set in their ways staff! There's a generation gap and I would like to see younger and older to be able to meet more in the middle at times and be understanding and patient with each other.
90. First aid and cpr
91. I find the BFIS calendar very difficult to work with when I am looking for a specific training
92. We need more required training

93. This year I was able to meet my professional development needs through the ECE courses I was taking through VTHEC. I'm concerned about finding trainings related to Specialized Care and course that meet my interest that aren't online.
94. Outdoor learning
95. Trainings specific to public preschool programs.
96. Peer review portfolio classes
97. Quality professional development geared toward multi age home child care
98. I would like to see more higher level trainings. All of my staff have a teaching degree and or teaching license with endorsement's in early ed or early ed special ed and many times the training seem very basic. we have been looking for the final TSG training for three years.
99. Someone to just check and make sure I don't need anything , like education or classes of interest
100. I wish there was an easier way to find trainings like have a monthly or quarterly newsletter with trainings being offered in the area.
101. Need college level trainings more available online or in Rutland that are affordable. Also offer portfolio development course with student teaching piece so those with degrees in other fields can attempt licensure.
102. There needs to be more variety and more face to face within the variety
103. Incentive for staff to take trainings!