**Description of CDD:** CDD is responsible for key programs in the B-5 EC system including: CC Licensing; CC subsidies (CCDF); CC quality and workforce (CCDF) including VT STARS and the ECPDS; CIS; CBCAP, Parent Child Centers and the Strengthening Families Framework.

**Language about the evaluation of the ECPDS for the PDG grant (November 2018) that was submitted in the grant application:**

(3) An assessment to identify strengths and challenges of the Early Childhood Professional Development System (ECPDS) will be conducted by an experienced third-party evaluator procured by CDD. The ECPDS includes structures and services that support the professional growth of and professional development opportunities for the EC workforce. The professional qualifications and competence of the workforce are critical to the provision of high-quality services in the B-5 multi-disciplinary system (MDS), and this analysis will inform our ability to continuously improve professional workforce supports. The components of the VT ECPDS to be evaluated include: the systems, elements and functions of Northern Lights @ CCV; BFIS as a professional registry system; regionally based career advisors/coaches; and regional professional development opportunities. Information gained from the evaluation will inform future decision-making for establishing a well-coordinated, integrated and aligned ECPDS in Vermont that is clear and known; supportive of professional growth; research-based and relevant; integrated and aligned; accessible; and financially supported and evaluated periodically. The outcomes of the evaluation will include: (1) A report on the current professional development system that includes information about the availability, accessibility, affordability, and quality of PD opportunities and about how these support achievement of professional credentials.; (2) Identification of data gaps and recommendations for methodologies to capture missing data; (3) Recommendations for streamlining ECPDS data collection to focus on what is most useful and informative; and (4) An evaluation plan and tool(s) based on the RBA framework for use by the BBF Professional Preparation and Development Committee for ongoing monitoring and evaluation of Vermont’s ECPDS. Results will inform the on-going transformation of the system initiated in 2016 by CDD as well as an expansion of regional professional development opportunities planned in Activity 5.

**This is Melissa’s original language that was intended for inclusion but needed to be shortened:**

The Vermont Child Development Division proposes to conduct an evaluation to assess and identify strengths and challenges of the early childhood professional development system. The ECPDS includes structures and services that support the professional growth of and professional development opportunities for the early childhood and afterschool workforce.  The components of the VT ECPDS to be evaluated include those funded by CDD:  the systems elements and functions of Northern Lights @ CCV, the Bright Futures Information System and regionally based career advisors/coaches as well as Regional Professional Development Opportunities (both funded and not funded by CDD).  7 key components to be evaluated will include 1) Governance, Leadership and Advisory; 2) Funding; 3) Policies, Standards and Initiatives; 4) Access; 5) Outreach and Communications; 6) Data; and 7) Quality Improvement and Assurance.  Information gained from the evaluation will inform future decision-making for establishing a well-coordinated, integrated and aligned system of professional development for the early childhood workforce in Vermont.

The outcomes of the evaluation shall include:

* A report on the current professional development system based on the [Vermont Guiding Principles](https://northernlightscdc.org/about-vnl/principles-of-vermonts-professional-development-system/)\* and including information about its offerings’ availability, accessibility, affordability, quality and pathways to credentials.
* Identification of needed data points that are not currently being collected and recommendations for methodologies for that on-going collection.
* Recommendations for streamlining the current data being collected on the early childhood professional development system.
* An evaluation plan and tool(s) based on RBA framework to be used by the PDD/BFF for ongoing monitoring and evaluation of Vermont’s early childhood professional development system.

\*Guiding Principles - Vermont’s Professional Development System for early childhood and afterschool professionals is:

1. Clear and Known
2. Supportive of Professional Growth
3. Research-based and Relevant
4. Integrated and Aligned
5. Accessible
6. Financially Supported
7. Evaluated on all of the above criteria