



Building Bright Futures Professional Preparation and Development Committee

April 8, 2019 1:00-3:30 pm

CCV Montpelier Room 113

Audio: 1-800-747-5150 Access Code: 927 5636

Zoom Video Link: <https://zoom.us/my/northernlights>

<p><u>PPD Meeting Ground Rules:</u></p> <ul style="list-style-type: none"> - Take responsibility for your own learning; be prepared, ask questions, and explain jargon - Participate by sharing your own opinions and experiences and those of the people you represent - Listen to and consider the opinions of others - Honor confidentiality requests - Challenge yourself to think about creative solutions - Assume positive intent 	<p><u>Upcoming Meetings:</u></p> <p>May 13 – Rutland CCV Room 102 June 10 – Montpelier CCV Room 113 July 8 – Rutland</p> <p><u>Save the Date</u></p> <p>2nd Annual Northern Lights Professional Development Summit Wednesday, August 7</p>
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Meeting Objectives:

1. Discuss First Aid and CPR certification access across the state
2. Review TEACH bonus proposal [member vote]
3. Discuss Comprehensive System of Personnel Development work

- 1:00-1:10 Introductions (name, role and organization)
Please share one job you worked early in your career
- 1:10-1:40 First Aid and CPR [Becky] (see attached)
- 1:40-1:50 BBF Data and Evaluation Committee [Becky and Lynne]
- Brief update from presentation of PPD information at D+E committee
 - Select a few PPD members to refine our performance measures
- 1:50-2:10 TEACH bonus proposal part 2 [Sonja]
- All attendees: participate in conversation and discuss the proposal
 - PPD Members: vote to support / not support the proposal

Note: The results of this vote will be shared with Melissa Riegel-Garrett and the Child Development Division as a recommendation from PPD and will be used to inform CDD’s decision about this proposal.

2:10-2:15 Break



- 2:15-3:15 Comprehensive System of Personnel Development (CSPD) [Kati and Melissa]
- Review Vermont's work so far in crafting a CSPD plan
 - Discuss PPD's role in the CSPD work
- 3:15-3:25 May Agenda Planning [Becky]
- Career Ladder and Director Credential workgroups check in
 - Update about Summer Institute at Castleton
 - Open Updates
- 3:25-3:30 Plus / Delta

PPD Work Plan Topics

1. EC career ladder workgroup
2. Director Credential workgroup
3. Coordinated trainings across sectors that ensure credit for participants
- 4. Collaboration around gaps in PD available**
- 5. Support resource advisors in communication and outreach; marketing plan**
- 6. Using data to make PD recommendations**
7. Tech centers and working with high schools
8. Articulate constituency group guidelines

Other Work Plan Topics

First Group: PPD members would like to hear more about these topics

- Exploring the future of the CDA credential in Vermont
- Next steps for the Infant Toddler Competencies and Credential
- Update on AOE, Pre-K, Early MTSS, VELs, TS Gold
- Review and alignment of afterschool pathways
- Explore microcredentials
- Build out trainings for I/T
- Figure out connection to higher ed
- Full array of career pathways

Second Group: PPD members are mixed; some would like to hear more about these topics

- Availability of Director Credential courses
- MATCH registry work

Agenda Notes:

1. All agendas: connections with Afterschool
2. All agendas: include Early Learning and Development committee updates (where available)
3. Include open updates from meeting attendees on a quarterly basis



First Aid and CPR Trainings in Vermont

The Challenge:

- Anecdotal reports indicate there are parts of the state where First Aid/CPR trainings are either not available at all, or that the trainings available are prohibitively expensive. This creates a two-pronged access problem: lack of accessibility based on location, and based on cost.
- Most regions have found workable solutions though they are not always widely known, and other regions have not found solutions they find workable at all.
- Due to the structure of the First Aid and CPR training model and the structure of Northern Lights at CCV, there is currently no way to offer coordinated statewide First Aid and CPR training that addresses both accessibility problems of location and cost.
 - o Based on policies at CCV, our hiring structure, and liability, we are not currently able to hire individuals to offer first aid and CPR via Northern Lights at CCV.
 - o While there are people across the state who are trained to offer First Aid and CPR, there is no coordinated way to simply ask them to offer trainings in certain regions. For the most part, these trainers are not willing to take on scheduling the training, logistics of the space, registering participants, or taking payment.
 - o There are some First Aid/CPR trainers who have established businesses where they offer trainings and we can do exactly what I suggest above (we tell them a training is needed in a certain region, and they offer one) but the costs for these trainings are typically \$85-\$135 per person.
 - o The base cost for the certificate itself is \$35 per person and certain trainers are willing to offer the training for \$50 or less per person. It appears that trainers are assigned to a particular “region” and there are politics around who supports various locations so they are usually not willing to lead trainings in another region, even if there is a need.

Finding Solutions

1. Northern Lights at CCV can assist groups with listing First Aid and CPR trainings in the Northern Lights training calendar, on our Facebook page and in email communications
2. Northern Lights at CCV can support trainers/sponsors with scheduling the training and logistics of the space as long as another group/organization can take on hiring the trainer, registration, and taking payment
3. Other solutions are needed, particularly to address the inequity in cost statewide.

Important Note:

Please help providers understand if they aren't able to find trainings to meet their needs, they should contact their resource advisor. This allows us to share information about any available trainings and helps us gather information about need in particular areas of the state.