Building Bright Futures Professional Preparation and Development Committee

September 9, 2019 10:00-12:30 pm

CCV Rutland Multipurpose Room

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

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| PPD Meeting Ground Rules:   * 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 | Upcoming Meetings:  Annual Planning Retreat: Tuesday October 15  10:00-3:30 (Waterbury State Office Complex) |

**Meeting Objectives:**

1. Review of Northern Lights materials and annual report
2. Conversation about Power to the Profession Decision Cycles 7+8
3. Create agenda for annual planning retreat and discuss regular meeting day/time
4. Share member updates

10:00-10:10 Introductions (name, role and organization)

Each fall semester at Smith College, the President chooses a particularly beautiful fall day and rings the bells to signal “mountain day”. All classes are cancelled and students are encouraged to go outside and enjoy the fall day. If you were granted a “mountain day” this fall, what would you choose to do?

10:10-10:50 Northern Lights materials and annual report

* Review annual report, professional development data summary, and training guide
* Small group discussions about how we all might use these resources as promotional tools this year; create two lists of suggestions one for Northern Lights and another for PPD members
* Gather as a large group to share highlights from the small group discussions (please give Lynne full notes from the small groups)

10:50-11:10 Power to the Profession

* Rhiann Alvin’s visit to Vermont
* Brief conversation about Decision Cycles 7+8 and how to get involved

11:10-11:40 Annual Planning Retreat agenda planning

Components to consider:

* Discuss Early Childhood Action Plan, next steps for our part of Result 3, reflections on the annual ECAP summit
* Orientation for new members and refresher for all members about committee processes
* Review progress toward 2018-2019 work plan topics; consider which to carry forward, which are no longer relevant, and which new items to add [see attachment]

11:40-11:50 Break

11:50-12:25 Member Updates

12:25-12:30 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

PPD Responses to Workgroup Reports 9/5/19

In July, 2019, the Early Childhood Career Ladder Workgroup and Program Director Credential workgroup presented their final reports to the Professional Preparation and Development committee. The committee membership reviewed and discussed the reports, then completed an online survey to reflect on their level of agreement and to prioritize next steps.

This document summarizes these survey results. There were 6 survey respondents, which is less than half of the active PPD membership so further work is likely needed to ensure the next steps reflect the priorities of the full membership.

Program Director Credential Recommendations

#1: Emphasize the completion of competencies via college coursework rather than emphasizing completion of particular college courses

**100% green [6]**

#2: Create a recommended pathways chart noting courses at Vermont HE institutions that meet criteria at various steps

**100% green [6]**

#3: Create competencies checklists applicants can use to submit courses or trainings they completed that meet some of the competencies

**100% green [6]**

#4: change culminating seminar to be an online training series and community of practice offered twice per year

**83% green [5] 17% yellow [1]**

#5: streamline the portfolio process

**83% green [5] 17% yellow [1]**

#6: Identify candidates who enter at Step 1 and provide them with early guidance about how to gather portfolio documentation as they move through steps 2 and 3

**83% green [5] 17% yellow [1]**

#7: Develop strategies to better communicate the value of the credential

**100% green [6]**

Which of the recommendations above should PPD prioritize for this year’s workplan?

*Needs further discussion, but slight preference to focus on #2 and #4*

Comments:

* Yes, the completion threshold, streamlining for those with EC administration degrees and aligning with national standards. I think we should have a conversation with Starting Points leaders about how they see the PDC fitting in with their work and whether they think it is relevant for them. I do think we want to update the competencies as well.

Early Childhood Career Ladder Workgroup Recommendations

#1: Adopt the clarifying language about who the career ladder serves

**100% green [6]**

#2: Add reference to Montessori and Waldorf approaches to the Career Ladder documents

**67% green [4] 33% yellow [2]**

#3: Reduce experience requirements across all levels to six months. Review and possibly revise the bonus structure

**83% green [5] 17% yellow [1]**

#4: Eliminate the portfolio option for level II

**83% green [5] 17% yellow [1]**

#5: Reorganize Level III so the current level IIIA becomes the new level III and the current level IIIB becomes the new level IV

**67% green [4] 33% yellow [2]**

#6: Identify needed data and create a plan to enhance, better collect, and more effectively share that data

**83% green [5] 17% yellow [1]**

#7: Develop a shared vision for the future of the career ladder that integrates recommendations 7-9

**100% green [6]**

#8: Decide whether or not to align the Vermont Career Ladder with the national Power to the Profession work

**100% green [6]**

#9: Look beyond Vermont’s borders to research and align with the national landscape

**100% green [6]**

Which of the recommendations above should PPD prioritize for this year’s workplan?

*Did not receive clear results. Broader conversation is needed.*

Comments:

* I think we can certainly do #2 and we should talk about #1 and #3 and see where those conversations lead.
* I recommend to prioritize alignment with national NAEYC and DEC standards. This will streamline system for clarity and use. Align with new STARS so that practitioners understand connection and are able to implement practice to fidelity and continuous improvements.