



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

Participants: Diane Hermann-Artim, Paula Nadeau, Johanna Vaczy, Rebecca Bishop, Sharron Harrington, Natanya Vanderlaan, Lynne Robbins, Lisa Duncan, Kati Ringer, Sonja Raymond, Sue Ryan, Tricia Pawlik-York, John Cipora, Beth Truzansky

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)

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

- these were developed for the Professional Development Summit. People like having something to hang on a bulletin board. NL also likes to be sure people are using online resources to find the most current information. Information is updated regularly and printed copies go out of date.
- Fundamentals calendar – created to have something concrete to share so people know when Fundamentals trainings will be offered. Additional sessions can be added as needed. This tool is intended to show what is currently being planned. Becky will add this to the website.
- Reflections? What and how much to share? Goal is to share info that people need and not overwhelm them.

Comments:

- Rebecca – better to share more rather than less. There is a sense that people know where to go for info or what NL is doing. Three home providers mentioned a concern that they are not getting enough training to meet annual training requirements. Rebecca shared this info and how to find training. Rose Morrison did meet with the Starting Points group and things are getting better. The more we can saturate with info, the better.
- Sharron – reiterate with Rebecca said. This is a statewide theme. Would suggest sending annual report. People still don't know what is happening. This shows concretely what is happening and is good information. Also has the capability to shift the narrative locally. Data can be used.
- Sue – recommends sending annual report and Fundamentals schedule. The people who are thirsty for info will appreciate it. More is better.
- Becky – plans to mail these. Is there any additional info needed? Becky is planning to do a tour around the state to see what people still need, identify gaps.
- Johanna – commented on the fact that only 18-20% of the documentation submitted to Northern Lights can be uploaded. People are sending things they don't need to send. This is good to mention on the road show.



- Becky has a 'do's and don'ts' sheet that she will be finalizing to share. The goal is to connect people to their Resource Advisor.
- Johanna – it is important to have sponsors inform training participants of what information needs to be sent to Northern Lights. If sponsors understand the process, they can help people know what happens.
- Becky – acknowledged we do need to think about sponsors. Some sponsors don't send in info right away which means it doesn't get uploaded into individual accounts right away.
- Sharron – sponsors had a script they read before trainings about the system. This script is still provided to all sponsors when they sign their agreement with NL.
- Natanya – still gets questions after telling people what to do with DPD forms
- Sonja – a vast majority of info not accepted is credential-related. Sometimes it is level certificates. Often documents are already in someone's account or something is not considered approved or there is missing information (like a date or number of hours) or it is unofficial information. She likes the training flyer. Trifold might work well for do's and don'ts .
- Lynne - It is a good opportunity to take advantage of Early Educator's Conference and getting info in attendee packets.

PD survey document:

- Includes additional data that wasn't reviewed at the Summit. Can use some of this to inform our work at the Retreat.
- About curriculum-based trainings – these are often offered by Starting Points groups but also something we should pay attention to in the larger system. People are asking for ASC training opportunities. Many NL trainings do meet ASC requirements. There shouldn't be a lack of trainings available to fulfill requirements, although they may be looking for other things.

Suggestions on how to best use the NL Facebook Page:

- try to highlight particular trainings.
- Starting Points and VT Afterschool – how to get the word out about what they are offering that they want to go beyond listserv. Lisa has a listserv, posts on their facebook page, collaborate with Caledonia County to get all of NEK. Starting Points leaders are connected with RAs. They do not have exhaustive listserves. Takes time to build these lists. Trying to encourage 'one stop shopping' to find all trainings available. People are checking the calendar more.
- In some regions, SP groups share with BBF Regional Coordinators. Often regionally dependent on how info is received.
- Rebecca – Bennington providers say they miss having the printed calendar they used to get from their Resource Development Specialist.
- Sue – use email. NL can get email addresses from sign-in sheets. (NL already does this).
- Becky – email lists are individual to the Resource Advisor. NL has lists from CDD. Many emails go to SPAM or bounce back. Suggest that every Resource Advisor send out an email once a week about upcoming trainings, etc.
- Sharron – clarify what responsibility falls on sponsor? If there is low enrollment for a training they should contact the Resource Advisor for support.
- Review annual report, professional development data summary, and training guide



10:50-11:10 Power to the Profession update

- Rhiann Alvin's visit to Vermont on July 16, 2019

Rhiann and Lauren Hogan from NAEYC this summer. Rhiann sent a communication to every governor and our gov accepted the invitation. She came to VT. She reached out to see how we could maximize on her time in VT. Pulled together a day of activities along with LGK. She wanted to be sure to align with our messages.

- Started with a joint meeting to talk about landscape in VT. She talked about P2P (just launched Decision Cycle 7&8 recommendations). Looking to wrap up 7&8 in Dec with a report in Dec. to summarize decision cycles. She asked us to speak about VTs efforts to professionalize. Susan Titterton pulled together a report on this. She is interested in considering VT for an 'early adopter' state – handful of states 'ready and willing' to move forward. Looking to help add resources to this work. She reiterated that with the Governor.
- Afterwards, met with Rhiann, Lauren and several key stakeholders. Spoke about early adoption but was able to hear from those key folks about where they see things from their perspective in the system. Brainstorm and asked questions. Productive. She was happy about where we are in this work and there was good energy.
- Mix and mingle later in the day including legislators, higher ed, Rhiann spoke about decision cycles 7&8 about key roles in helping to move the work.

Her visit was timely. Followed up with Cat Kemp (NAEYC) plenary speaker at Summer Institute. Did a follow up session at the Institute around P2P and VTs efforts and attended the VT Higher Ed Consortium meeting. Spoke about their role and the work ahead.

- Brief conversation about Decision Cycles 7+8 and how to get involved
 - Opportunity to comment by September (?) – valuable for everyone to read. There are some things that could be considered as 'provocative' in the recommendations and it would be good for everyone to read. Role of PPD with this work – Sonja thinks that this is hitting home to this group. Speaks to preparation programs, licensure, funding, professional governance bodies and standards. This ties in closely with PPD Committee and the organizations represented around this table. Sonja asked NAEYC if there is a specific order to review these decision cycles and was told no. They all hold a level of importance and are all related to the other components. Also need to have conversations with the VT EC Higher Ed Consortium. Lots of work to be done. Agency of Education has to be on board as well. This work won't happen in one year – over a period of time. We'll have to jumpstart and parse out the work and bring in the right partners. There is a lot of emphasis on creating this new system.
 - Sonja can give a presentation to give people a summary of the work that has already been done.
 - Beth – make sure this work gets embedded in ECAP committee work plans.



11:10-11:40 Annual 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]
- Power to the Profession and other relevant statewide efforts that impact our committee
 - Becky and Lynne to gather info to bring to retreat.
 - Start with reflections on past year
 - What are people hoping we will talk about at retreat?
 - Power to the Profession
 - New members – recruitment process, etc. We need to find some new members – a CIS direct service provider, a center-based director and staff member, and also a public PreK staff person are current openings. This is an opportunity to grow leaders. Lynne is working on this and would like to talk about forming a membership committee at the retreat.
 - PDG grant update??
 - Talk about meeting logistics (date, time, location)
 - Do we decide this beforehand?? Important info to have prior to making a commitment.
 - Start with consistent group so it doesn't create a hardship
 - Tricia is committed to meetings at the office on Monday afternoons. Can do a phone meeting in the morning but not in person.
 - Important to have a standing meeting time.
 - Will send out a Doodle poll to check on availability. Talk about locations at the retreat. Can explore current locations, other locations, or using 3 locations or Zoom. Everyone use video option is recommended.

11:40-11:50 Break

11:50-12:25 Member Updates

- Diane – CCV offered Legal and Financial and the course was filled (online) LGK and HEC will do in the Spring (hybrid), Someone to offer every semester.
- Lynne - CDD Deputy Commissioner – no interim deputy. CDD leadership will take on additional responsibilities until a new Deputy is appointed. Working on drafting RFPs for capacity building and CDA support for technical centers.
- Beth – Carolyn returned from maternity leave but left for a new position. Beth stepped back into Deputy Director role. Still working on action plan work. Fully staffed with 8 coordinators in 12 regions. Anxiously awaiting PDG funding.
- John – Springfield College going through major shifts. College has been reorganizing. Consolidated 5 schools into 4, AS part of that reorg, what was the EC concentration through Human Services has moved to education department. John thinks this is a good opportunity.



Supportive of outreach and other efforts. May be able to consider adding licensure. John hoping to convert EC program into a degree program. College has a superb, visionary president.

- Sue – rumors about the Apprenticeship program going away. Help dispel rumors. Contracted courses have gone away. VT is the first TEACH state to have an apprenticeship program. Still employer-sponsored.
- Sonja – annual conference coming Oct 24- 26– this Friday is the last opportunity for early bird registration rate. Collaboration with Bennington County Child Care Assoc, Windham Early Educators Assoc and Head Start.
- Kati – working with Heather Mattison to write a CDD/CIS report regarding workforce. First report we have done. Hoping to use as a baseline.
- Sharron – LGK is doing a train the trainer for ASQ with national trainers. Lisa and Ellen are doing Empowerment Project in Upper Valley in Oct. Make Way for Kids capacity grant will be announced at the end of Sept. Will probably have 2 grant cycles. Projects need to be completed in a year. Might be something related to technology in the works.
- Rebecca- Oct 16 ground-breaking ceremony at the rec center. BCC Head Start partnership with town – building an addition to the rec center for 5 additional classroom and increased slots, including infants and toddlers. Goal to open Sept. 2020.
- Johanna- lots in STARS world going on. Phase 1 became effective Sept. 1. 101 programs went up a star level and received a bonus, bump in subsidy. 271 regulated programs previously not in STARS now have 1 star. Evolution Committee has 2 more meetings to decide on new criteria. Smaller committee to work on other components such as guidance manual. New STARS tour will happen this Spring looking for feedback.
- Paula – looking at potentially opening a new county in Washington County.
- Lisa – new center opening in Newport any day now. 89 new slots!! NEKLS is the org.
- Diane – working with Tricia on creating an afterschool certificate. Working on business practices training. Reaching out to see who might be interested in offering a business practices training. Not something that CCV would 'own'. Anyone could be a trainer. Training of trainers likely in November. Opportunities to create cohorts to do CCV Focused Learning Portfolio or Assessment of Prior Learning (APL).

12:25-12:30 Plus / Delta

- Confusion about accessing remotely (Zoom)
- Appreciated handouts
- Great to have time for updates. There has been a lot happening.
- Like the time of the meeting
- Looking for notes from ECAP meetings