**Headline Indicators –**

* **% of schools districts offering Pre-K**
* **% of children enrolled in Pre-K programs**
* **Regulated early learning and development providers by STAR Level including after-school care**
* **% of families who can access early learning and developmental opportunities within 5 miles from residence**

**Data Development Agenda**

* **% of families who believe opportunities are affordable**
* **% of families who feel able to choose in-home or out-of-home care from 0-8 years**

| **Strategy** | **Activity** | **Performance Measures** |
| --- | --- | --- |
| 1. Promote quality by adequatelysupporting the onboarding and ongoing **professional development** needs of the early childhood workforce | 1. Oversee the provision of research-informed professional development by: to improve the knowledge and skills needed to support children’s optimal learning and to align and build common knowledge and skills across each discipline’s core competencies and continuing education requirements at all levels including prior to entry level. 2. Developing a comprehensive early care and learning career ladder supporting stackable, portable credentials and degrees obtained through training and credit-based options and review for updates every 3 years. 3. Developing cross-sector basic skills, core knowledge and competencies that are aligned with and build continuity for core competence across early childhood disciplines. 4. Using research-based and evidence-informed best practices   4). Create a menu of professional development opportunities to equip the early childhood workforce with cross-sector skills and knowledge.   1. Continually evaluating the early childhood professional development system. 2. Work with institutions of higher education, career training, and high schools to increase access to training and professional development that leads to system-recognized degrees and credentials~~.~~ 3. Periodically review articulation agreements between institutions to allow for greater flexibility and increased access. 4. Periodically review Career Ladder gaps and how collaboration between professional development providers and institutes of higher education can address gaps 5. Develop a mechanism for feedback on credential and degree program content based on research and evidence informed practices. Who is feedback going to? 6. Fund and implement an early care and learning workforce scholarship program with comprehensive support for individuals to acquire early childhood credentials and degrees. 7. Fund and implement professional, systematic relationship-based mentoring (MATCH) supports for early care and learning programs/staff to improve quality 8. Evaluate of the early childhood professional development system and create a plan to implement recommended changes; including evaluating the effectiveness of the implementation of the annual training priority recommendations at least every 10 years~~.~~ | % of regulated child care and early learning program staff with degrees increases over baseline  # of training hours provided [accessed] |
| 1. Implement policies and structures that enhance the stability and economic security of the early childhood workforce | 1. Support a standing workforce committee to develop and implement an early childhood cross-sector, inter- disciplinary workforce plan, including Think Tank recommendations. 2. Establish and implement a statewide recruitment and marketing plan to attract new early care and learning professionals. 3. Fund, develop and implement a workforce data collection, evaluation, and report dissemination plan (including frequency) for on-going evaluation and understanding of workforce trends/needs. 4. Promote strategies to increase compensation of and benefits available to the early childhood workforce without shifting costs to families 5. Improve the Bright Futures Information System to capture and report workforce information, including compensation and benefits. [who?, how?] |  |
| 1. Provide advice and input to relevant state initiatives including federal grants and state programs. | 1. Provide oversight on the Child Care and Development Block Grant   What is specific language from CDD Block Grant? (ELD Committee)   1. Stay informed about the Vermont STARS program in order to ensure system alignment (ELD Committee) 2. Provide oversight to the state’s Comprehensive System of Personnel Development (CIS) (PPD Committee)   \*Try to capture the advisory role |  |