3rd Annual Professional Development Summit

Wednesday, August 5, 2020
Northern Lights by the Numbers

- 3604 career advising contacts
- 1217 contacts providing support with BFIS accounts
- 1064 college transcripts coded and entered into BFIS
- 7161 related college courses entered into BFIS
- 189,526 hits to the Northern Lights website
- 9931 Individuals submitted PD documents
- 36,396 total documents were received by individuals
- 67% of the documents received met the criteria to be added to BFIS accounts
Northern Lights Covid-19 Response

- 81 Online Real-Time (ORT) trainings offered 4/1-6/30-20
- 2344 individual training registrations for ORT trainings
- 94% participant satisfaction rate for ORT trainings

- Rapid development and transition to ORT trainings
- Support for trainers + sponsors with ORT training delivery
- PD-related resource hub during Covid-19
2020 Survey of the Field

- 353 survey respondents
  - Diversity in experience; majority respondents 11+ years in the field
  - Diversity of roles; majority respondents center-based staff, center-based administrators, family child care professionals

- 80% are able to find the trainings they need (up 13%)
- 74% are able to find trainings that meet their level (up 13%)
- 77% are able to find trainings to appeal to their interests (up 10%)
Training Preferences

Tier 1, 2, and 3 topics 30% or more respondents indicated they are likely or very likely to participate in during 2020-2021:

• Tier 1 (introductory) trainings
  • Emergency Preparedness – 34% [118]

• Tier 2 (core) trainings
  • Social-Emotional Development – 46% [160]
  • Trauma Informed Practice – 44% [154]
  • Nutrition and Physical Activity – 42% [147]
  • Professionalism and Ethics – 38% [131]
  • Vermont Early Learning Standards – 35% [122]
Training Preferences

• Tier 3 (special topics) trainings
  • Supporting Children with Diverse Needs – 54% [190]
  • Homelessness, Poverty, Mental Health, Addiction – 47% [162]
  • Science, Technology, Engineering, Math (STEM) – 45% [158]
  • Child Screening Tools – 44% [152]
  • Assessment Tools – 38% [128]

• Leadership-focused – 51% [179]
• Infant/Toddler-focused – 42% [145]
• Director-focused – 37% [130]
• Family Child Care-focused – 31% [107]
Program Management and Finance
Hiring and Retention
Autism
Reflective Practice
Coaching / Mentoring
Equity
Supporting Families with Online Learning
Behavior Management
Grant Writing
Creative Arts
Developing Routines
Nature-Based Learning
First Aid / CPR
American Sign Language
Family Engagement
Brain Development
Curriculum
Early Language and Literacy
Communication Skills
Teacher Self-Care
## Training Preferences during Covid-19

### How likely are you to participate in these types of trainings in the next year?

<table>
<thead>
<tr>
<th>Training Type</th>
<th>Likely</th>
<th>Not Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Online Anytime (self-directed modules)</td>
<td>83% [293]</td>
<td>6% [22]</td>
</tr>
<tr>
<td>Online Real-Time (led by a trainer online)</td>
<td>69% [244]</td>
<td>12% [43]</td>
</tr>
<tr>
<td>Online Asynchronous (online college courses)</td>
<td>50% [171]</td>
<td>34% [116]</td>
</tr>
<tr>
<td>Trainings Held In-Person</td>
<td>32% [109]</td>
<td>49% [169]</td>
</tr>
</tbody>
</table>

### How comfortable are you attending in-person trainings in the following circumstances:

<table>
<thead>
<tr>
<th>Circumstance</th>
<th>Comfortable</th>
<th>Not Comfortable</th>
</tr>
</thead>
<tbody>
<tr>
<td>With only my coworkers in my workplace</td>
<td>62% [213]</td>
<td>23% [78]</td>
</tr>
<tr>
<td>At locations outside my workplace</td>
<td>24% [86]</td>
<td>54% [191]</td>
</tr>
<tr>
<td>With individuals from different workplaces</td>
<td>23% [80]</td>
<td>61% [213]</td>
</tr>
</tbody>
</table>
Northern Lights Trainings 2020-2021

• Tier 1 Trainings
  • Medication Administration
  • Basic Specialized Care
  • Fundamentals for Early Childhood Professionals

• Tier 2 Trainings
  • Strengthening Families Toolbox (17 hour) ASC
  • Finding Your Way: Ethical Decision-Making for Professionals ASC
  • NEW Trauma Informed Practice 2: Supporting Children who have Experienced Trauma ASC
  • NEW Creating Culturally Responsive Classrooms: Lessons from Children’s Literature ASC
Northern Lights Trainings 2020-2021

• Tier 3 Trainings
  • Voices of Learning (for trainers)
  • NEW Strengthening Business Practices
    • Budgeting and Fiscal Management for Centers
    • Budgeting and Fiscal Management for Family Child Care
    • Marketing your Program
    • Recruiting and Retaining Staff

• Monthly Special Topics Trainings (Tier 2 and Tier 3)

• Coming in 2021
  • Emergency Preparedness
  • Creating Culturally Responsive Classrooms 2 ASC
  • Emotional Regulation ASC
Creating our New Normal
Communities of Practice for the Early Childhood Workforce

• Five Learning Strands
  • From Inspiration to Action (trainer: Lisa Guerrero)
  • Powerful Tools for Self-Care (trainer: April Zajko)
  • Creating Trauma-Informed Spaces (trainer: Daniel Merges)
  • Building Relationships with Families (kickoff panel)
  • Cultivating Equity in Early Childhood (trainer: Natanya Vanderlaan)

• Kickoff training session and 8 week facilitated CoP
  • Can count toward training hours required by Child Care Licensing

More Information: https://northernlightscccv.org/resources/cop/