



Professional Development Survey of the Field
Summer 2020

Data included in this document was collected from Northern Lights’ Professional Development Survey of the Field completed using SurveyMonkey in July, 2020. Open response data has been consolidated based on category of response and any responses of “no” or “not applicable” have been removed. The unconsolidated open response data is available upon request. N=353

1. *How likely are you to participate in the following Tier 1 (introductory) trainings in the next year? (Please rate each from 1-5 where 1 is not at all likely and 5 is extremely likely)*

Training	1	2	3	4	5
Medication Administration	65%	6%	10%	5%	14%
Basic Specialized Care	64%	6%	12%	5%	12%
Emergency Preparedness	39%	10%	18%	13%	21%
Fundamentals for Early Childhood Professionals (45 hrs)	76%	6%	3%	2%	9%
What is Child Sexual Abuse (Act 1)	53%	9%	16%	8%	14%
Trainings on writing and using Individual Professional Development Plans (IPDPs)	47%	11%	18%	10%	14%

2. *How likely are you to participate in the following Tier 2 (core) trainings in the next year? (Please rate each from 1-5 where 1 is not at all likely and 5 is extremely likely)*

Training	1	2	3	4	5
Strengthening Families Toolbox (17 hour)	27%	15%	24%	14%	20%
Social-Emotional Development and Learning	16%	13%	26%	22%	24%
Professionalism and Ethics	20%	16%	26%	20%	17%
Nutrition and Physical Activity	16%	14%	27%	24%	19%
Trauma Informed Practice	20%	13%	24%	21%	23%
Introduction to Assessments	29%	18%	24%	16%	13%
Trainings on the Vermont Early Learning Standards	29%	13%	23%	18%	17%
Anti-bias and Cultural Competency	12%	10%	28%	22%	28%

3. How likely are you to participate in the following Tier 3 (special topics) trainings in the next year? (Please rate each from 1-5 where 1 is not at all likely and 5 is extremely likely)

Training	1	2	3	4	5
Assessment Tools	20%	16%	26%	21%	17%
Child Screening Tools	18%	17%	22%	23%	21%
Homelessness, poverty, mental health, addiction	12%	16%	26%	22%	25%
Science, Technology, Engineering, Math	17%	13%	25%	23%	22%
Director-focused trainings	38%	11%	14%	13%	24%
Afterschool-focused trainings	60%	11%	10%	8%	11%
Infant/Toddler-focused trainings	31%	9%	18%	16%	25%
Family Child Care Provider-focused trainings	52%	6%	12%	11%	20%
Supporting Children with Diverse Needs	10%	11%	25%	25%	29%
Leadership-focused trainings	19%	11%	18%	19%	33%

4. In addition to the trainings you checked above, are there other training topics you would like to take in the next year? (open response)

Training topics mentioned three or more times in response to question 4:

Nature-Based Learning [23]	Creative Arts [6]
Covid: Health and Cleaning [14]	Autism [6]
Covid: Supporting Children and Families [14]	Communication skills [5]
Teacher Self-Care [13]	Supporting families with online learning [4]
Working with families [10]	Brain development [4]
Program Management and Finance [8]	Reflective Practice [3]
Early Language and Literacy [8]	Grant Writing [3]
Behavior Management [7]	American Sign Language [3]
Hiring and Staff Retention [6]	Coaching / Mentoring [3]
Early Childhood Curriculum [6]	First Aid / CPR [3]

Training topics mentioned once or twice in response to question 4:

Act 166 for family child care; adaptive practices and activities; addressing anxiety in the workforce; advocacy; afterschool health trainings; anger; assessment of prior learning; beyond the fundamentals; board development; CACFP training; changing the way we care; child care around the world; child observations; child yoga; children's portfolios; creating connections between generations; diabetes; ECE strategies and teaching tools; emotional regulation; executive function; facilities management; feeding/swallowing challenges 0-3; fundraising; gender fluidity; how to do more with less; incarcerated parents; interpreting licensing rules; intro to Montessori; Kindergarten transition; marketing your program; meeting sensory needs; motivational interviewing; multi-age groups; nonviolent communication; parent coaching; play; play therapy; positive work environment; prep for PRAXIS; project-based learning; record-keeping software; Scott Noyes; social-emotional for afterschool; STARS support; supporting staff with their financial stability; teaching empathy and kindness; trauma informed organizations; universal design for learning; using technology; visual impairments

Training topics mentioned in response to question 4 that were already included in questions 1, 2, or 3:

Equity [10] Trauma [9] Social-emotional development [6] Children with special needs [5] Advanced specialized care [5] Trainings for directors [4] CLASS trainings [4] Nutrition [3] Ages and Stages Questionnaire [3]	Teaching Strategies Gold [2] Trainings on the Vermont Early Learning Standards [2] Science, Technology, Engineering, Math [2] Leadership [1] Basic Specialized Care [1] Medication administration [1] ITERS/ECERS [1] What is Child Sexual Abuse [1]
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5. How often do you have access to a computer and reliable Internet access?

Always	Usually	Sometimes	Rarely	Never
72% 255	25% 88	2% 8	1% 2	0% 0

6. Have you ever taken any kind of online training? (check all that apply)

Yes, Online Anytime (self-directed modules)	88%	312
Yes, Online Real-Time (led by a trainer using real-time technology like Zoom)	74%	262
Yes, Online Asynchronous (online college courses, Voices of Learning)	52%	185
Not Sure	1%	5
Never	2%	6

7. How likely are you to participate in the following types of training in the next year (Please rate each type from 1-5 where 1 is not at all likely and 5 is extremely likely)

	1	2	3	4	5
Online Anytime (self-directed modules)	4% 14	2% 8	10% 36	17% 61	66% 232
Online Real-Time (led by a trainer using technology like Zoom)	5% 17	7% 26	18% 65	23% 81	46% 163
Online Asynchronous (online college courses)	21% 72	13% 44	16% 54	16% 53	35% 118
In-Person	30% 104	19% 65	19% 66	12% 41	20% 68

8. Please identify your level of comfort attending in-person trainings this fall in the following circumstances where 1 is not at all comfortable and 5 is very comfortable

	1	2	3	4	5
With only my coworkers in my workplace	14% 49	8% 29	15% 53	16% 55	46% 158
At locations outside of my workplace	35% 123	19% 68	21% 75	11% 38	14% 48
With individuals from different workplaces	44% 156	16% 57	17% 59	9% 32	14% 48

12. How do you find trainings (check all that apply)

Northern Lights website / Training Calendar	79%	268
Let's Grow Kids	57%	194
BFIS Course Calendar	52%	177
Vermont Early Childhood Network (formerly Starting Points)	36%	123
Trainings are provided by my employer	29%	99
Northern Lights Resource Advisor	26%	87
Provider Association	23%	78
Agency of Education	19%	66
My School District / Supervisory Union	11%	38
Parent Child Center	7%	23
Vermont Afterschool	6%	20

13. Please rate the following statements 1-5 where 1 is not at all true and 5 is very true

	1	2	3	4	5
I am able to find the trainings I need	5%	14%	32%	27%	21%
I am able to find trainings that meet my professional level	13%	13%	25%	26%	23%
I am able to find trainings that appeal to my interests	6%	17%	30%	27%	21%

19. Please check the boxes that best describe your current role(s)

Center-Based Child Care Professional	37%	128
Family Child Care Professional	30%	105
Center-Based Director/Administrator	28%	97
Sponsor	12%	41
Public Prekindergarten teacher or staff member	9%	33
Mentor	7%	26
Instructor	7%	23
Afterschool Professional	5%	16
K-3 Professional	3%	9
CIS Professional and/or Home Visitor	0.8%	3

Other Responses: Food Program Coordinator; Outreach (2); CAN; Health Case Manager; Consultant; Instructional Specialist; School Nurse; HS Manager; Licensed Teacher

20. How long have you been in the field?

0-3 years	12%	39
4-10 years	20%	68
11-20 years	34%	115
21+ years	35%	117