Question: When you are deciding which professional development opportunities to attend, how important are each of the following? (PD Recommendations page 1, #1, 2, 3)

	Very Important	Somewhat Important	Not Important	N/A
Convenient location	76% (34)	22% (10)	2% (1)	0% (0)
Convenient time	98%	2%	0%	0%
Affordable cost	64%	36%	0%	0%
Advanced-level opportunities	60%	32%	7%	0%
Advanced Specialized Care (ASC)	36%	43%	11%	9%

Question: When you are deciding which professional development opportunities to attend, how important are each of the following? (PD Recommendations page 1-2, #4, 5, 7)

	Very Important	Somewhat Important	Not Important	N/A
Coaching, mentoring, or communities of practice	29% (13)	58% (26)	13% (6)	0% (0)
Diversity, Equity, and Inclusion principles are embedded	44%	53%	2%	0%
Connection to Program Standards	58%	38%	4%	0%
Connection to Learning Standards	60%	40%	2%	0%

Comments on pages 1-2 of the recommendations:

- *I really appreciate that these are two year recommendations as compared to changing every year. I also like how the dispositions are part of the professional standards as I don't think professionals always give these close enough attention. Maybe put a link to the dispositions in the Appendix?*
- *Deeper opportunities to identify DEI principles in practices*
- *More PD is needed statewide other than the initial training offerings currently offered*
- *I prefer online PD 100%*
- *All good points on these pages. Sometimes I wish organizations would check the schedule of when other professional development opportunities are being offered, especially when trainings are free. Ex. Stars offer a free training on the same night VCCPA offers a free training. I would also hope to see zoom trainings continued. I like the idea of coaching and mentoring. that hasn't happened much in my opinion.*
- *Online classes have been super helpful during covid with my kids home during remote learning*

Question: How clear and useful is the language about "tiers" describing the differences between introductory, core, and advanced trainings at the top of page 3? (PD Recommendations page 3, top section)

	Agree	Disagree	Not Sure
Language is clear	86% (36)	58% (26)	12% (5)
Language is useful	88%	2%	10%

Question: Any comments about the "tiers" description at the top of page 3?

- *I'm excited about the recognition of the need for tiers and more appropriately aligned training to teacher's level of experience and knowledge. Many current trainings offered through Northern Lights feel introductory, leaving more experienced teachers in unhelpful basic trainings or forced to pay for outside trainings that are usually more expensive and inaccessible.*
- *Unsure*
- *"Experienced" professionals could mean different things to different people.*
- *Perhaps put them in a more user friendly document for reference and connect(crosswalk) to VT licensing standards as well.*
- *This is useful in terms of identifying appropriate level training quickly if it can used in a search.*
- *Description is good. May be helpful to add XXX years of experience working with children in order to give a clearer picture of advanced.*

Question: Pages 3-4 of the document list content recommendations in two ways, one alphabetical and one by knowledge area. Is it clear and useful to have the content recommendations listed in two different ways?

I like having it listed both ways	64% (21)
It would be more clear/useful if they were only listed alphabetically	3%
It would be more clear/useful if they were only listed by knowledge area	24%
No Opinion	6%

Comments:

- *I like it both ways but feel for a lot of providers it would be easier for it to be listed as knowledge area*

Question: Please review the content areas on pages 3-4 and respond below if we should Keep the topic in the document, Remove the topic, or if you have No Opinion about that topic.

	Keep	Remove	No Opinion
Advocacy	94% (29)	0% (0)	6% (2)
Anti-Bias and Cultural Competency	88%	0%	12%
Assessment and Screening Tools	94%	3%	3%
Basic Specialized Care	94%	0%	6%
Curriculum Planning	94%	0%	6%
Early MTSS	73%	3%	24%
Effective Partnership and Collaboration	94%	0%	6%
Emergency Preparedness	79%	3%	18%
Family Partnerships	88%	0%	12%
First Aid and CPR	94%	0%	6%
Fundamentals for EC Professionals	79%	6%	15%
Individual Professional Development Plans	90%	3%	6%
Key Topics for Afterschool	73%	3%	24%
Key Topics for Directors	85%	3%	12%
Key Topics for Family Child Care	76%	6%	18%
Key Topics for Infants / Toddlers	79%	6%	15%
Leadership	94%	0%	6%
Medication Administration	81%	0%	19%
Nutrition and Physical Activity	94%	0%	6%
Prevention of Child Sexual Abuse	87%	3%	10%

Professionalism and Ethics	97%	0%	3%
Reflective Practice and Supervision	94%	0%	6%
Social Determinants of Health	75%	3%	22%
STEAM	84%	0%	16%
Strengthening Families Framework	97%	0%	3%
Supporting Children with Diverse Needs	97%	0%	3%
Trauma Informed Practice	97%	0%	3%
Vermont Early Learning Standards	91%	0%	9%
Working with homeless children and families	91%	0%	9%

Question: Any additional comments about the topics listed on pages 3-4?

- *I think more trainings that are based in specific philosophies of learning (Montessori, Reggio, Piaget, etc.) to give educators different perspectives and ideas on learning, especially at the Tier 1 and 2 levels. I find many new educators lack knowledge and awareness of the different philosophies and struggle with making their own decisions in the classroom when they don't have a strong understanding of childhood philosophies to fall back on.*
- *It might be helpful to add additional information to some of the topics; for example: Curriculum Planning (specific to age group AND program philosophy), Individual Professional Development Plans (as it pertains to program philosophy), etc. This would help to cover/count PD opportunities for programs with varying philosophies: Montessori, Waldorf, Emergent, Reggio Emilia that are offered at the national approved level and perhaps not offered locally.*
- *I think we are saturated with Prevention of Child Abuse trainings. If PCAV is the funded entity to offer these then it seems like it is not necessary to recommend this area to sponsors? It might be beneficial to expand "working with children and families who are homeless" to a more general category of working with children and families experiencing ACES.*
- *Connect to Vt Teaching License standards*
- *STEAM could be included in Curriculum, maybe even VELS could too*
- *I like all the topics.*
- *Would love to see "Grant Writing" under key topics for Family Child Care*

Survey Q: If you could choose which topics on pages 3-4 were available at the Advanced (Tier 3) level, what would you choose? [Respondents could choose up to 5 topics]

Top Responses:

Leadership	14	Trauma Informed Practice including ACEs	9
Professionalism and Ethics	12	Reflective Practice and Reflective Supervision	7
Anti-Bias and Cultural Competency	10	Supporting Children with Diverse Needs	7

Other Responses:

Advocacy (5), Assessment and Screening Tools (5), Working with Children and Families who are Homeless (5), Curriculum Planning (4), Effective Partnership and Collaboration (4), Key Topics for Infants / Toddlers (4), Strengthening Families Framework (4), Early Multi-Tiered Systems of Support (3), Key Topics for Directors (3), Nutrition and Physical Activity (3), Social-Emotional Development and Learning (2), STEAM (2), Vermont Early Learning Standards (2), Basic Specialized Care (1), Emergency Preparedness (1), Key Topics for Afterschool (1), Key Topics for Family Child Care (1), Prevention of Child Sexual Abuse (1), Social Determinants of Health (1).

Responses naming topics not listed in the document:

Montessori Director Credential / support, Child Development and Learning, Culturally Responsive Teaching, community of practice director support, credit-bearing coursework, grant writing, health and safety, challenging behaviors.

Question: Any final suggestions for how we can improve this document?

- *Would like our documentation to better meet or list the standards for Vermont licensed teachers for that review process*
- *Thank you so much for the committee's hard work on this. Grateful to be a part of early childhood education in Vermont*
- *I really like the new set up, I think it is much easier to understand. Organizing the contents both alphabetically and grouped by knowledge area is a great idea!*
- *Alter. Topics -Learning Differences -Learning Environments*
- *Possibly a diagram/picture version. I like the two lists and the way they are organized, but they're not for every learner.*
- *No. Looks good!*