

Professional Development Recommendations 2021-2023



1. OPPORTUNITIES ARE ACCESSIBLE IN CONTENT AND DELIVERY
2. PRIORITIZE ADVANCED-LEVEL OPPORTUNITIES
3. PRIORITIZE MEETING ADVANCED SPECIALIZED CARE CRITERIA
4. CONSIDER EMBEDDING COACHING OR COMMUNITIES OF PRACTICE
5. EMBED DIVERSITY, EQUITY, AND INCLUSION PRINCIPLES
6. EMBED KEY CONCEPTS AND PRACTICES INTO OFFERINGS
7. ENSURE ALIGNMENT WITH SYSTEMS AND STANDARDS
8. COORDINATE WITH OTHER SPONSORS AND INSTRUCTORS
9. CONSULT WITH YOUR NORTHERN LIGHTS RESOURCE ADVISOR
10. ENCOURAGE PARTICIPANTS TO CONTACT NORTHERN LIGHTS



- Using Research-based training content
- The value of linking pedagogy to practice
- The value of developmentally appropriate practice
- the importance of play

Content Recommendations

CHILD DEVELOPMENT AND LEARNING

- Early Multi-Tiered Systems of Support
- Social-Emotional Development and Learning
- Supporting Children with Diverse Needs
- Trauma Informed Practice including ACEs

OBSERVATION AND ASSESSMENT

- Assessment and Screening Tools

CURRICULUM AND LEARNING ENVIRONMENT

- Curriculum Planning (specific to age groups)
- Science, Technology, Engineering, Art, Math
- Vermont Early Learning Standards

HEALTH AND SAFETY

- Emergency Preparedness
- First Aid and CPR
- Medication Administration
- Nutrition and Physical Activity
- Social Determinants of Health

CULTURALLY RESPONSIVE TEACHING PRACTICES

- Anti-Bias and Cultural Competency
- Key Topics for Afterschool (youth voice, workforce development)
- Key Topics for Family Child Care (multiage groups of children)
- Key Topics for Infant/Toddler (developmentally appropriate practice, brain development)

FAMILY AND COMMUNITY PARTNERSHIPS

- Basic Specialized Care
- Family Partnerships
- Prevention of Child Sexual Abuse
- Strengthening Families Framework
- Working with Families Experiencing Homelessness

PROFESSIONALISM AND ETHICAL PRACTICE

- Advocacy
- Effective Partnership and Collaboration
- Individual Professional Development Plans
- Leadership (including coaching, mentoring, advocacy)
- Professionalism and Ethics
- Reflective Practice and Reflective Supervision

PROGRAM ORGANIZATION

- Key Topics for Directors (business practices, grant writing, staff supervision)
- Key Topics for Family Child Care (balancing work and family, business practices, grants)