

Professional Preparation and Development Committee

June 15, 2021

Participants:

- John Cipora, Springfield College
- Diane Hermann-Artim, Community College of Vermont
- Dianne Carter, Vtaeyc
- Sharron Harrington, Let's Grow Kids
- Michelle Maitri-Mudita, Children's Integrated Services
- Johanna Vaczy, STARS Program
- Beth Truzansky, BBF
- Rebecca Bishop, Head Start
- Sonja Bracey, Northern Lights
- Becky Millard, Northern Lights
- Lynne Robbins, Child Development Division
- Sara Forward, Children's Integrated Services

Review recommendations from the Early Childhood Professional Development System Evaluation (ECPDS) report from the Education Development Center

A few months ago, the PPD Committee reviewed the recommendations from the ECPDS evaluation report and added thoughts to a jamboard regarding each of the recommendations. Participants used colored 'sticky notes' to make comments. Green sticky notes were used to designate items that the PPD committee might decide to take action on, and Lynne added some new suggestions on orange sticky notes.

- Continue to advance lobbying efforts to improve compensation across the early childhood sector
 - Lead entities on this work are Vermont's Advancing as a Profession (led by Vtaeyc) and the Early Learning and Development Committee and the PPD committee can align with these efforts to have a unified message
 - The PPD Committee can make recommendations about the need to increase wages and benefits
 - Lowering the cost of coursework is important for ensuring access to higher education, such as the Early Educator Institute
 - Consider the target audiences and determine what is in our locus of control
- Continue efforts to integrate systems serving afterschool and CIS providers with the professional development system serving child care providers
 - The PPD Committee can support more integration of these systems in order to have more connected work
 - Credentialing efforts are already integrated into the CDD grant with Northern Lights
 - Don't make changes that do not recognize the work of Advancing the Profession.
 - Create more stackable credentials and expand upon existing work
 - Broader messaging is needed about work Northern Lights is already doing that could be of benefit to the broader system
 - Consider convening a workgroup to identify areas of overlap and determine activities the PPD Committee may want to explore
- Explore opportunities to build stronger integration and collaboration between Vermont's Agency of Education and the ECPDS.
 - Continue to encourage broad participation in committee work
 - Crosswalk early childhood competencies and early educator standards
 - Identify core knowledge and competencies

- Explore regional conference idea that includes local education agencies
- Encourage school districts to take advantage of trainings already offered by Northern Lights (broader marketing efforts may be needed)
- New professional development sponsor process is being piloted with school districts to make it easier to submit professional development info to Northern Lights
- Submit more information to the AOE weekly field memo
- Create a professional development calendar months in advance so school districts can align training and professionals can better plan
- Seek opportunities to preserve regional resources
 - Regional Early Childhood Networks are offering professional development that can more specifically meet the needs of their region
 - Regional Resource Advisors have a key role in helping to identify regional professional development needs and who might provide those opportunities
 - Online opportunities to provide professional development across regions
 - Regional collaborative training grants used to help fill in gaps but are no longer available.

VECAP Summit

Beth gave an overview of the Vermont Early Childhood Action Plan Summit, scheduled to coincide with the State Advisory Council meeting on July 26. (See email for invitation). The updated Action Plan has 4 goals and includes professional development under Goal 3: *All Children and Families Have Access to High-Quality Opportunities That Meet Their Needs.*

There is an annual implementation cycle that starts and ends with the VECAP Summit in July. At that meeting, small groups will meet to discuss issues that have arisen throughout the year and participants will recommend policy changes on which the State Advisory Council should consider taking action.

The PPD Committee reviewed some accomplishments from the past year, which are:

- Completion of the Early Childhood Professional Development System evaluation;
- Creation of the Professional Development Recommendations for the next two years;
- Redesign of the Program Director Credential Culminating Seminar;
- Approval of criteria for Online Real Time professional development

Policy recommendations from the Committee include:

- Explore better integration of QRIS (Stars) and Professional Development Systems
- Explore funding and implementation of mentor/coaching/MATCH supports (MATCH = mentoring, advising, teaching, coaching, consulting, helping)

Instructor Registry

Sonja B from Northern Lights brought a question to the group regarding whether Northern Lights should have a policy requiring that when approved instructors in the Registry renew their status, whether they should have instructed a minimum number of hours since their last registry approval date.

The group considered the question and there was no support for implementing a requirement to have provided instruction for a certain number of hours prior to renewing their status.

Competency crosswalk

Dianne presented information on the work that had been done through Advancing the Profession regarding comparing the current Vermont competencies with the NAEYC competencies. Meetings were held with both the Agency of Education to crosswalk the NAEYC competencies with the AOE Early Educator Standards and it was determined that there was a high level of correlation between them.

A workgroup led by Sonja Raymond reviewed the Vermont Early Childhood Competencies with the NAEYC Competencies and found that while there was a great amount of alignment, two areas were missing from the NAEYC competencies – program management, and health and safety. It is assumed that health and safety may have been left out because they are components in licensing requirements and also are not considered essential for public school educators. However it is recommended that more work be completed to discuss this issue further. Regarding program management competencies, it feels sufficient that these are covered under Program Director competencies and also new NAEYC Administrator competencies.

Action: Becky will send out the crosswalk document for the committee to review and discuss at the next meeting in more depth.

Updates

- August 4 is the date for the Professional Development Summit that Northern Lights is organizing
- Northern Lights is starting to explore two new ideas for our system – practice-based coaching and Regional Conferences. Two workgroups are being established to discuss whether these ‘should’ be implemented, and if so, how.
- Fundamentals for Early Educators is under revision. The workgroup is excited about the changes that will help the curriculum better align with current research. The course will have the same number of hours.