

# Professional Development Survey of the Field Summer 2021

Each summer, Northern Lights at CCV surveys members of the early childhood and afterschool workforce to better understand their professional development needs and preferences. This document includes a summary of key results from this survey. The complete data set including open responses is available to ECPDS partners upon request.

There were 187 respondents to this survey during July and August 2021.

Context Note: We expected a response rate of roughly double the rate we saw in 2021. We believe the response rate was limited by several factors including the likelihood of "survey burnout" during the past 18 months. All data below should be considered within the context of this limited sample size.

## How likely are you to take the following trainings in the next year?

Percentages below combine responses of "Likely" and "Extremely Likely." n=187

### Child Development and Learning

- 76%** Social Emotional Development and Learning
- 72%** Supporting Children with Diverse Needs
- 70%** Trauma Informed Practice including ACES
- 48%** Early Multi-Tiered Systems of Support

Preferred Level:

**Introductory**  
50%

**Intermediate**  
39%

**Advanced**  
56%

### Observation and Assessment

- 61%** Child Assessment and Screening Tools
- 59%** Program Quality Assessment Tools

Preferred Level:

**Introductory**  
14%

**Intermediate**  
46%

**Advanced**  
40%

### Culturally Responsive Teaching Practices

- 67%** Anti-Bias and Cultural Competency
- 59%** Key Topics for Infants / Toddlers
- 41%** Key Topics for Family Child Care
- 25%** Key Topics for Afterschool

Preferred Level:

**Introductory**  
15%

**Intermediate**  
43%

**Advanced**  
41%

### Curriculum and Learning Environment

- 67%** Science, Technology, Engineering, Art, Math
- 59%** Curriculum Planning (specific to age group)
- 41%** Vermont Early Learning Standards

Preferred Level:

**Introductory**  
13%

**Intermediate**  
39%

**Advanced**  
47%

## Family and Community Partnerships

- 62%** Family Partnerships
- 58%** Strengthening Families Framework
- 44%** Prevention of Child Sexual Abuse
- 44%** Supporting Families Experiencing Homelessness
- 35%** Basic Specialized Care

Preferred Level:

**Introductory**  
16%

**Intermediate**  
43%

**Advanced**  
41%

## Professionalism and Ethical Practice

- 63%** Effective Partnership and Collaboration
- 60%** Advocacy
- 60%** Reflective Practice and Reflective Supervision
- 60%** Leadership (including coaching and mentoring)
- 56%** Professionalism and Ethics
- 43%** Individual Professional Development Plans

Preferred Level:

**Introductory**  
22%

**Intermediate**  
38%

**Advanced**  
40%

## Health and Safety

- 59%** Social Determinants of Health
- 58%** First Aid and CPR
- 55%** Nutrition and Physical Activity
- 44%** Emergency Preparedness
- 26%** Medication Administration

Preferred Level:

**Introductory**  
13%

**Intermediate**  
45%

**Advanced**  
42%

## Program Organization

- 49%** Key Topics for Directors
- 40%** Key Topics for Family Child Care Businesses

Preferred Level:

**Introductory**  
16%

**Intermediate**  
43%

**Advanced**  
41%

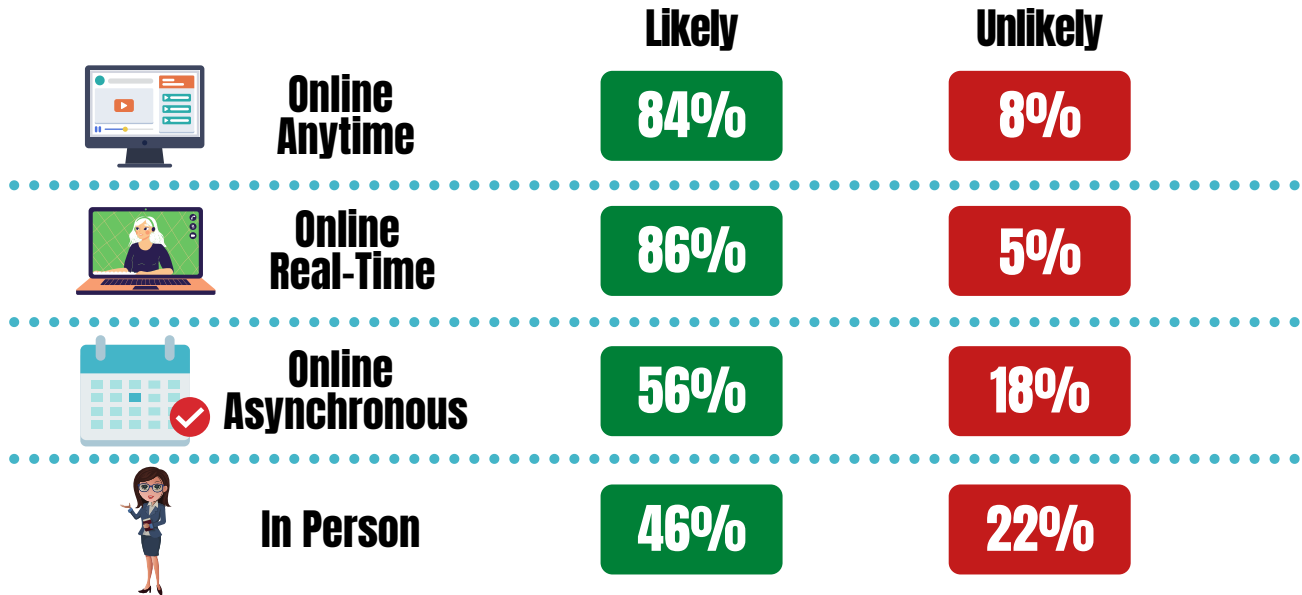
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## Directors (n=88): Which categories are you most interested in having offered to your staff?

- 77%** Curriculum and Learning Environment
- 60%** Family and Community Partnerships
- 65%** Observation and Assessment
- 56%** Professionalism and Ethical Practice
- 65%** Culturally Responsive Teaching Practices
- 38%** Health and Safety
- 64%** Child Development and Learning
- 38%** Program Organization

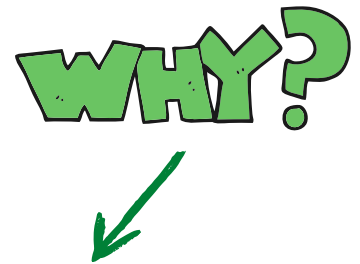
## How likely are you to participate in the following types of trainings in the next year?

"Unlikely" combines responses of "Unlikely" and "Extremely Unlikely." "Likely" combines responses of "Likely" and "Extremely Likely." Responses of "Feel Neutral" and "N/A or Don't Know" have been omitted.



## Comments about the types of trainings you might participate in next year:

- **I prefer Online Anytime and/or Online Real-Time Trainings** (29 responses)
- I prefer a combination of In Person and Online (7 responses)
- I prefer In Person (6 responses)
- I miss In Person, but I like Online (4 responses)
- I choose trainings based on the topic or trainer (2 responses)
- I choose trainings based on the timing (2 responses)



**CONVENIENT**  
**EASIER**  
**EXPANDED OPPORTUNITIES**

**LESS TIME CONSUMING**  
**FLEXIBLE**  
**USEFUL AND WORKS WELL**

**PREFERENCE DURING COVID**

### Additional Comments

- Please expand the organizations approved for Online Anytime
- Make the courses no cost to participants. Not workshops, but actual college courses
- Need to keep participants engaged during Zoom classes.

**Agree**      **Disagree**

<b>55%</b>	<b>23%</b>	I am able to find the trainings I need
<b>41%</b>	<b>35%</b>	I am able to find trainings that meet my professional level
<b>52%</b>	<b>18%</b>	I am able to find trainings that appeal to my interests
<b>47%</b>	<b>20%</b>	My career support needs are being met
<b>63%</b>	<b>13%</b>	I have met or made progress on my career goals in the past year

**How do you plan which professional development trainings you will take in a year?**

<b>75%</b>	I choose trainings based on the day and/or time of the training
<b>70%</b>	I watch the training calendars and sign up when something interests me
<b>66%</b>	I choose topics related to the goals in my IPDP
<b>65%</b>	I look for trainings on topics that are new to me
<b>59%</b>	I look for training that addresses the age group I teach

**Have you accessed Northern Lights trainings in the past year?**

**Yes**      **76%**                      **No**      **24%**

I have put into practice strategies or approaches I learned through Northern Lights trainings

**Agree**      **86%**                      **Disagree**      **3%**

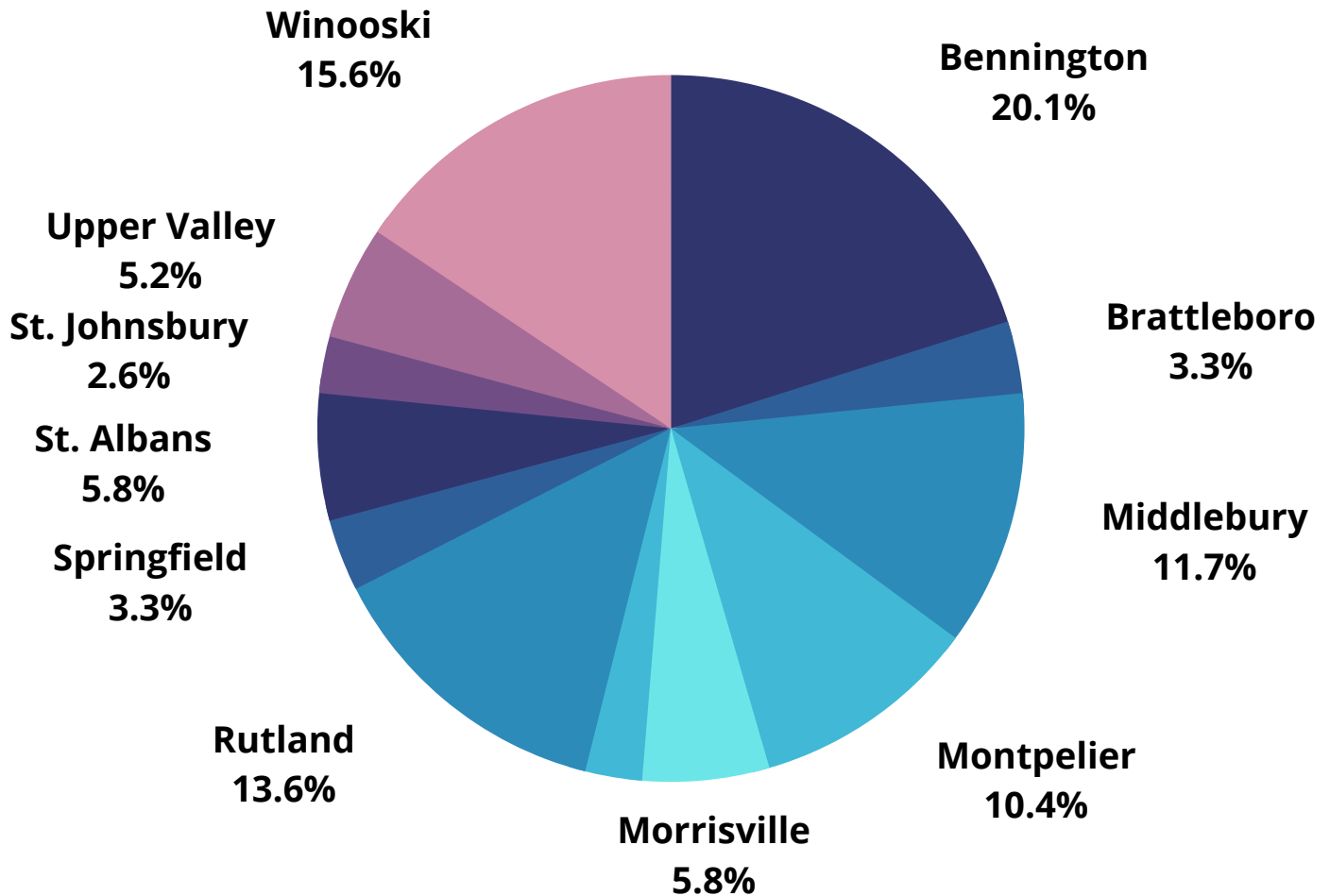
If you have experienced barriers to your participation in Northern Lights trainings, please check all that apply (n=37)

<b>% of total</b>	<b>% of n (37)</b>	
<b>7%</b>	<b>38%</b>	Topics repeated trainings I have taken before
<b>7%</b>	<b>35%</b>	Scheduled times for trainings
<b>4%</b>	<b>22%</b>	Topics did not apply to me or my work
<b>4%</b>	<b>19%</b>	Trainings were not at my level
<b>3%</b>	<b>16%</b>	Distance
<b>3%</b>	<b>16%</b>	Preference for in-person trainings
<b>2%</b>	<b>11%</b>	Cost

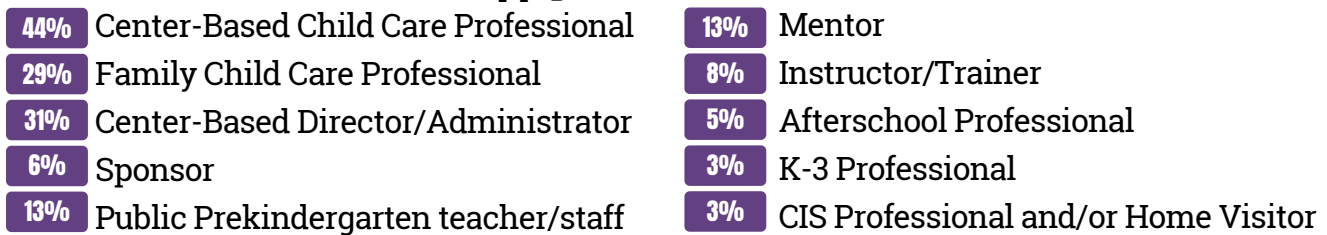


Of 187 survey respondents, 37 answered this question about barriers to participation. The first column shows the percentage of total survey respondents who selected each barrier, and the second column is the percentage of respondents to this question who selected each barrier.

## Which is your closest CCV Center?



## Current Role (check all that apply)



## How long have you been in the field?

