

**Open Responses for Q27:**

*What comments do you have about the previous five statements?*

*[Previous five statements: I am able to find the trainings I need; I am able to find trainings that meet my professional level; I am able to find trainings that appeal to my interests; my career support needs are being met; I have met (or made progress on) my career goals in the past year]*

- That the information is not always accurate. In real life scenarios. Situations.
- I would like more ASC training not simple about abuse.
- The general focus of prof. development appears to be on those new to the field. The same beginner trainings are offered repeatedly, which is fine, but those who have been in the field for 15+ years have nothing to choose from. Especially those who are licensed and need prof. development to renew their license. Training for those with Special Education and Developmental Educator licenses have a hard time finding training.
- I feel that there are less trainings in the summer.
- NA
- After 20+ years in the field I feel that sometimes it's hard to find deeper levels of learning.
- For being in the field for years I see alot of the same trainings being offered which I understand just wished some were advanced classes maybe that go into to topic deeper.
- I am mentored as part of being partnered with the school district for PreK and much of my personal training needs are met via mentoring.
- Last year was the exception with COVID precautions. This led to most of the day outdoors. Lots of pros and cons and incidental learning for me. I see lots more learning potential outdoors for children now. And I've found lots more training opportunities for me online.
- I have been able to meet my needs for education through college classes and online learning. My staff that are not comfortable with online learning are struggling more than the others
- COVID has provided challenges, but also provided a bigger opportunity to participate in a wider variety of trainings and professional development via zoom. That has been an advantage.
- I have been able to have better access to trainings that appeal to my interest and that meet my professional level more this past year. This is due to the fact that online in real time and videos have been made available from all over the state and not just in my area or having to travel far to go to an in person training.
- I want fun interesting trainings. Not the boring ones I usually find.
- Covid has left us all in different places within our own personal lives as well as our business. We are all so much more isolated and really have seemed to lack in many ways. I am thankful for the zoom sessions!
- I have taken 4 online trainings from UNH-Ed to Go in order to complete trainings for teaching renewal. I haven't tried/ found trainings in VT.
- The level of the courses provided is too introductory
- COVID
- I feel like I am often looking for things at the last minute and am unable to find classes that meet my needs however that is likely more my problem rather than related to northern lights.
- I'd like to see more advanced level topics or materials
- There isn't a lot of diversity, cultural trainings and I need this for my program.
- This year has provided a much greater variety in trainings and information that feels new. Most of my focus however was on diversity topics, and it felt like NL was also focusing on these topics.

- I would like to get some goals done this year
- I often seek training outside of the VT/NL system to enrich my professional learning (i.e., Harvard Graduate School of Education, CLASS).
- My biggest goal has been to get my license renewed/reinstated after having been out of work with my child. I now have been back to work since 2014 but am overwhelmed and confused about the lack of support on how to take these steps. It should be easy for folks who are currently working in the field. any support people I have found have left their position and then I am not sure where to start again.
- I find the Northern Lights trainings to be tiresome and not inspiring. Transforming Early Childhood Education (out of NC) is the one place I know I can find quality, inspiring trainings.
- I feel like connecting with others around our practice would be as beneficial as a particular training. After 15 years as a Reggio-inspired teacher I know there is still lots to learn, but a lot of it is sharing what I have learned with others as well. I feel like a training on how to publicly document emergent curriculum as a form of advocacy would be really great. I know there are many in this field who don't even know the importance of documentation, so I understand why there is a big focus on "basics" but it's hard after being in the field for so long.
- I would like to learn more about peer review and how to obtain ECE/ECSE endorsement in the most effective and efficient manner. I would love a direct training on endorsement to pursue this in near future.
- Please include higher level trainings. I typically participate in the VT HEC courses because I find their content and complexity much more appealing than CCV/Northern Lights courses. NL@CCV does an ok job with the trainings for entry level employees just out of high school, but that's about it. Please consider where our field is going and provide trainings that support higher level skills, topics, and discussions.
- For real time or online trainings PLEASE require people to use their webcams. It is ridiculous that participants can get "credit" for attending these trainings without being present and actively participating. We need to professionalize our field and not allow this type of behavior as it wouldn't be tolerated in other fields.
- I am looking for a business/accounting course for EC directors
- You offer a wonderful selection of courses! Thank you
- We often bring trainers in, so I get some of my trainings that way. It is not easy to find trainings at my level for me personally.
- After working 49 hrs plus another 5-10 hrs cleaning a week, this is the last thing I want to think about.
- I teach medication administration I may not find many classes that are beneficial.
- The trainings available have not had direct application to the work we do.
- Hard to know what trainings are available unless you take initiative to log in and check constantly. Sometimes trainings fill up before you even know they are being offered
- I have met my needs by taking courses at CCV.
- For many if the Northern light courses I felt were repetitive, the courses that were not repetitive I was not able to take and I'm waiting for them to come back around such as Trauma informed trainings. Teaching some more basic trainings like theory, curriculum could help providers in earning college degree through a Focused Portfolio. Lastly I don't understand some of the acronyms used in trainings so I'm not sure if I need or want to take them based on that. "
- Sometimes it is hard to find trainings I have not already taken. 10+ years in childcare. Although it changes, sometimes feels repetitive. I really like new stuff!
- The bfi's calendar is still awful...and the support has been nonexistent
- My satisfaction in my personal professional learning and growth is a result of the high quality center I work at.

- Costs for some trainings or college courses are difficult to afford at this time.
- I've made progress on my goals on my own. The required director courses are eating up my time that I would rather be working towards new knowledge. Pathways for experienced, older, and well educated professionals are limited and training topics are repetitive, especially for those of us who have worked in education, trauma informed social work, and clinical mental health.
- Some of the trainings are repeats and it is hard sometimes to find different more engaging trainings
- Covid caused scheduling problems
- There have been a few anti bias trainings lately but I haven't been able to make the times. Please offer more! I see a lot of the same introductory classes and as a long time educator I'd like more diversity of classes. April's Teaching Tree and nature based classes have been wonderful - more of those please! I'd also like to be able to take online classes from teachers outside of Vermont and receive credit for them but they are not Pre approved and do not want to do the work to get approved. It would be nice to have a more lenient system in place to receive credit for a broader range of work-shops to stay inspired and knowledgeable in the field. Also, more funding to cover that cost of professional development when we do take classes outside of northern lights. Are the online courses for Vermont Higher Education Collaborative Pre-approved? They should be if not.
- I have largely found trainings to meet my needs outside of NL framework. Access to remote learning opportunities has made this possible.
- I find the trainings that I need outside of the Northern Lights system usually. Or I network and talk to someone to try to find out how to bring the training to a partner program, my program, or the early childhood network group. If I needed 15 hours annually from only Northern Lights I would not be able to meet that regulation. I am using the resources available right now to help financially support coursework to advance my degree and those are an amazing level of support and I thank CDD for this.
- None of us make enough money or have enough time away from work to work seriously on professional or personal goals. We are exhausted overworked and underpaid.
- As an Instructor and experienced member of the field no longer involved in direct service, my training needs focus on supporting other professionals (e.g., Practice-Based Coaching and Train-the-Trainer opportunities). My career support needs involve generating new ways to use my skills and knowledge and to grow as a leader, including national experiences. I would be interested in information about how to become a consultant, set up and grow my own business, etc.
- I take my continuing Ed from other places.