

**Vermont Preparation and Development (PPD) Committee**

**January 18, 2022**

Via Zoom

**Desired Outcomes**

* Welcome stakeholders and interested parties in discussing components of the Early Childhood Professional Development System
* Maintain purpose of the BBF Professional Preparation and Development Committee
* Provide system support to the Children’s Integrated Services Comprehensive System of Personnel Development through strategic planning
* Work on priorities identified for the coming year
* Share information to build collaboration and coordination across the PPD committee and early childhood field by sharing information, identifying challenges and strategies

Link to the Committee page and documents: <https://northernlightsccv.org/resources/vermonts-ecpd-system/ppd/>

**Present:**

* Diane Hermann-Artim, CCV
* Dianne Carter, Vtaeyc
* Beth Truzansky, BBF
* Tricia Pawlik, VT Afterschool
* Joanne Rouleau, Northern Lights
* Becky Millard, Northern Lights
* Lynne Robbins, CDD
* Dora Levinson, BBF
* Staci Otis, Early Childhood Network, Vtaeyc, family child care
* Joanna Houston, GBYMCA
* deb Grennon, Northern Lights
* Michele Maitri-Mudita

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| Time | Topic |
| 10:00-  10:10 | **Welcome & Introductions -**Name, role, connection with this work |
|  | **Topic: Vermont Afterschool update –**   * Offering a broad array of professional development:   + Career pathways opportunities including the Afterschool Foundations Certificate, Afterschool Essentials, and the Afterschool Professionals Credential   + Offering career advisement In conjunction with Resource Advisors at Northern Lights   + Coordinates two CCV courses per year; one in spring and one in fall. Spring course is full with waitlist. Exploring ways to encourage folks to enroll in other courses targeted at afterschool (not free, but may have scholarships available)   + Youth Mental Health First Aid by Umesh Acharya   + Workshop offerings – programs can access two ways:     - Sign up on line for 2 or 4 hours of training     - Contracts with programs to do trainings and follow up with CoPs. Tricia is going to programs, observing, coaching and TA around program assessment tools and core knowledge and competencies, then CoP as a group. Current topics – curriculum, staff engagement. Tailored to program’s specific needs.   + Trainings on program assessment tools – using data to develop a program improvement plan. Someone from the Weikert Center will provide consultation for 21c programs. Tricia will be developing a similar training for licensed programs regarding developing effective program improvement plans   + Youththrive (Strengthening Families) offered by Matt Wolf   + Spring Series – summer safety, summer curriculum, parent engagement, SEL, staff motivation – trainings and round table discussion (supports orientation needs for new summer staff)   + Partnering with Vermont Parks and Recs to offer the Summerama training, a one-day training collaboration designed for new summer staff – June 5, 2022   + General observation - people want professional development and programs who do not often participate are participating this year * Afterschool Advisory Group meets monthly   + Discuss needs of the field and what to focus on   + Need for some health updates around COVID was identified at the last meeting. Forum will be held this week. * Strengthening Programs team still meeting monthly to develop professional development offerings |
|  | **Topic: CCV’s New Certificate – available in the Fall - EC Educator Administrator Certificate –**   * 24 credits (have to have 24 credits to meet accreditation requirements) * Meets Step Two of the Program Director Credential * Can be applied to ECE AA Program * Ensure that students obtain related credits * Not intended for new students, but there is a path if needed * Enables people to apply for financial aid to complete certificate (Pell requires enrollment in a degree program) * PPD Committee can help with messaging the value of this new certificate * Vtaeyc career page |
|  | **Topic: Updating the current bonus structure**   * Recently, when the L.E.A.D. afterschool microcredential was recommended by both the Vermont Afterschool Advisory Group and the PPD Committee, both committees also recommended that the entire bonus structure be revised. The current career ladder and bonus structure were created more than 15 years ago. * The Vermont Association for the Education of Young Children Advancing the Profession task force has also been working aligning with the National Association for the Education of Young Children regarding professional licensure and leveling that corresponds with an individual’s qualifications. Vtaeyc may have some recommendations regarding leveling n the next several months. * The Career Ladder has impacts on Child Care Licensing and STARS and it is important to recognize how changes to the career ladder will impact other parts of the system * While the Advancing the Profession work will not directly impact the afterschool workforce, it is important that the systems are in alignment. * RECOMMENDATION: Create a workgroup to explore bumping up the bonus amounts but keep the current career ladder as is until new information is available. Lynne will take the lead. |
|  | **Topic: Future Data Needs**   * There is a variety of needs in the system for workforce data to help make informed decisions and plans for the future * Challenges with the current BFIS include the inability to access all relevant data * How can data be shared? What is the opportunity to work more integrally with the BBF Data Committee and the BBF Early Childhood Data and Policy Center * What types of reports do we need?   + Jamboard at <https://jamboard.google.com/d/1HEGrVYsAi1PCGA1ffr604hovpqtne_gchD_DX8Ug-ZU/viewer?f=7> * Next steps:   + Hold onto ideas for now and continue adding new ideas to the Jamboard   + Use this information to make policy recommendations |
|  | **Updates**   * Rey Garofano at the CDD is filling a vacancy at the legislature and is on leave through the current legislative session * Vtaeyc celebrating 50 years – kickoff events tomorrow. Everyone encouraged to participate. * Excited about Tests for Tots and access to test kits * BBF Staff changes – Ellen Taetzch, former Regional Coordinator, has left. Ali Dieng is now supporting the Central VT as well as Chittenden and Franklin Grand Isle. There is a current vacancy for a Regional Manager Serving the Southeast Region of Vermont (Orange, Windsor and Windham Counties) which is under recruitment. * Communication across BBF network – Anna Brouilette is creating network news, updates to email list, how is the network responding to current issues such as workforce, etc, regional council activities and priorities * Northern Lights –   + will be hiring an additional records specialist to help with processing documentation, which will free up admin support to support Resource Advisors.   + Hiring instructors and CoP facilitators to create a rolling pool of folks to support this work. Trainings online realtime.   + Special events later this spring – exploring bringing in big name folks for an evening keynote opportunity   + New training on Anti-Bias curriculum book – 4 week training. The first series is full; considering another series and also a new more advanced level training |
|  | **Close** |
|  | **Next meeting: February 15, 2022 from 10:00am – 12:00 pm.**  Please visit the Northern Lights at CCV website at: <https://northernlightsccv.org/resources/vermonts-ecpd-system/ppd/> for information about the agenda and to sign up for a meeting link. |

**Proposed future agenda items**

* CCV has the Leadership Mentoring and Supervision course – how might CCV do trainings that can lead to college credit? A series of non-credit trainings that can lead to course challenge college credits? Links with L.E.A.D. and mentoring through Vtaeyc?
* Continued discussion about data needs for the system

**Upcoming VECAP Committee Meetings:**

* Families and Communities-1st Friday, 1:00-2:30 pm
* Early Childhood Interagency Coordinating Team- 3rd Wednesday 1:00-2:00
* Early Learning and Development-2nd Thursday 10:00 am-12:00 pm
* Professional Preparation and Development- 3rd Tuesday, 10-12:30 pm
* Child Outcomes Accountability Team-4th Thursday 9:00-10:30 am
* Early Childhood Investment Committee-as needed
* Data and Evaluation-3rd Thursday, 1:00-2:30 PM
* State Advisory Committee: 4th Monday, 1:30-3pm