

Unified Training Criteria

Effective July 1, 2022 all trainings for professionals working in regulated child care settings must meet the Unified Training Criteria. These criteria are grouped into three categories - quality criteria, verification criteria, and content criteria.

Quality criteria guide high quality practices during training design and implementation. Verification criteria guide the documentation provided by the training organization. Content criteria guide the training content included in each training.



Quality Criteria

- Training content is grounded in research and follows developmentally appropriate practices
- Trainings have clear, measurable learning objectives
- Trainings incorporate adult learning principles
- Instructors hold appropriate qualifications to lead trainings
- Trainings are designed by highly qualified individuals

To meet Quality Criteria, training organizations must meet at least one of the following:

- IACET-accredited training organization
- Institution of Higher Education (IHE) or affiliated organization
- Northern Lights-approved Sponsor of professional development
- Agency of Human Services, Agency of Education, Vermont public school district or independent school
- Training organization approved via online submission process



Verification Criteria

- Training documentation is provided via certificate, official or unofficial transcripts, or verified attendance depending on the type of training organization
- Training documentation includes the name of the organization offering the training; the title and description of content; the date, start time, end time, and number of training hours; and the name of the participant

Northern Lights can accept supplemental letters from training organizations provided on organization letterhead which include any details required above that are not included on your organization's training completion certificate or transcript.

Please note - It is much easier for training participants when approved training organizations include all required verification data on their certificate or transcript. Using a supplemental letter should be a last resort in situations where you are unable to make changes to your organization's certificate or transcript.



Content Criteria

- Training content must related to at least one knowledge area from a State-recognized set of professional standards and competencies
- Training content must be relevant for working with early childhood, school-age, and/or children and their families

Current State-recognized sets of professional standards and competencies include:

- Core Competencies for Afterschool Professionals
- Core Teaching and Leadership Standards for Vermont Educators
- Early Intervention / Early Childhood Special Education Personnel Preparation Standards
- NAEYC Professional Standards and Competencies for Early Childhood Educators
- Vermont Early Childhood Core Knowledge and Competencies

Northern Lights has aligned knowledge areas from all State-recognized standards and competencies into the following list of Unified Core Knowledge Areas for Vermont:

- Child Development and Learning
- Observation and Assessment
- Culturally Responsive Teaching Practices
- Curriculum and Learning Environment
- Family and Community Partnerships
- Professionalism and Ethical Practice
- Health and Safety
- Program Organization

Listing Your Organization on the Northern Lights Website

To request your organization be added to the [Approved Training Organizations](#) page on the Northern Lights website, you should complete the Request for Training Organization Approval in Vermont form. Please see below for details:

IACET-accredited training organizations must provide a link to their accreditation certificate (directions are included in the form)

Institutions of Higher Education or affiliated organizations must provide the name of the IHE and description of the affiliation

Northern Lights-approved Sponsors of professional development are not currently listed on the Northern Lights website and do not need to complete the online form

AHS, AOE, and Vermont public and independent schools are not currently listed on the Northern Lights website and do not need to complete the online form

Other training organizations will be asked to describe your processes related to:

- a. Grounding trainings in research and developmentally appropriate practices
- b. Selecting clear and measurable learning objectives
- c. Incorporating adult learning principles
- d. Instructor and training designer qualifications
- e. How learning is evaluated (if applicable)