

Professional Development Survey of the Field Summer 2022

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 241 respondents to this survey during June 2022.

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

Percentages below combine responses of "Likely" and "Extremely Likely." n=241

Child Development and Learning

- 79%** Supporting Children with Diverse Needs
- 78%** Social Emotional Development and Learning
- 71%** Trauma Informed Practice including ACES
- 54%** Early Multi-Tiered Systems of Support

Preferred Level:



Observation and Assessment

- 61%** Program Quality Assessment Tools
- 58%** Child Assessment and Screening Tools

Preferred Level:



Culturally Responsive Teaching Practices

- 69%** Anti-Bias and Cultural Competency
- 62%** Key Topics for Infants / Toddlers
- 43%** Key Topics for Family Child Care
- 26%** Key Topics for Afterschool

Preferred Level:



Curriculum and Learning Environment

- 70%** Curriculum Planning (specific to age group)
- 66%** Science, Technology, Engineering, Art, Math
- 61%** Vermont Early Learning Standards

Preferred Level:



Family and Community Partnerships

- 61%** Family Partnerships
- 58%** Strengthening Families Framework
- 51%** Prevention of Child Sexual Abuse
- 50%** Supporting Families Experiencing Homelessness
- 42%** Basic Specialized Care

Preferred Level:

Introductory
14%

Intermediate
50%

Advanced
36%

Professionalism and Ethical Practice

- 67%** Leadership (including coaching and mentoring) Preferred Level:
- 67%** Reflective Practice and Reflective Supervision
- 65%** Effective Partnership and Collaboration
- 65%** Advocacy
- 61%** Professionalism and Ethics
- 46%** Individual Professional Development Plans

Introductory
17%

Intermediate
47%

Advanced
36%

Health and Safety

- 57%** First Aid and CPR
- 56%** Social Determinants of Health
- 51%** Emergency Preparedness
- 51%** Nutrition and Physical Activity
- 32%** Medication Administration

Preferred Level:

Introductory
17%

Intermediate
44%

Advanced
40%

Program Organization

- 58%** Key Topics for Directors
- 42%** Key Topics for Family Child Care Businesses

Preferred Level:

Introductory
20%

Intermediate
41%

Advanced
39%

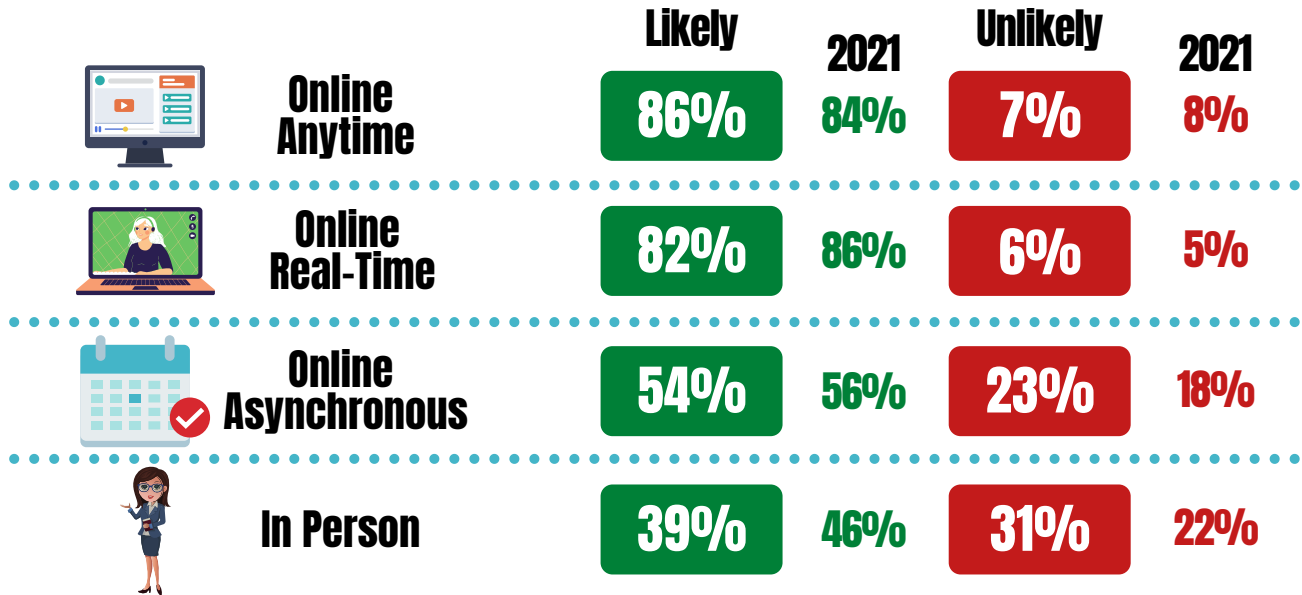
Directors (n=116):

Which categories are you most interested in having offered to your staff?

- 78%** Curriculum and Learning Environment
- 70%** Child Development and Learning
- 69%** Observation and Assessment
- 67%** Culturally Responsive Teaching Practices
- 61%** Professionalism and Ethical Practice
- 60%** Family and Community Partnerships
- 42%** Program Organization
- 40%** Health and Safety

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 formats (23 responses)**
- I prefer having a variety of formats to choose from (6 responses)
- I prefer In Person (3 responses)
- I prefer In Person, but I like Online (2 responses)
- I prefer hybrid options (in-person and online) (2 responses)



FITS WELL IN MY SCHEDULE

SAVES TIME AND MONEY



EASIER TO ACCESS

EXPANDED OPPORTUNITIES

MORE CONVENIENT

PREFERENCE DUE TO COVID

How likely are you to participate in a regional in-person conference?

"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.

| Likely | Unlikely | |
|--------|----------|------------------|
| 47% | 26% | In the next year |
| 58% | 16% | In two years |
| 58% | 18% | In three years |

How important are the items below when you consider attending an in-person conference in the next year?

"Not Important" includes responses of "Feel Neutral" and "Not Important".

| Important | Not Important | | Important | Not Important | |
|-----------|---------------|-------------------------------|-----------|---------------|----------------------------|
| 86% | 14% | Trainers and topics available | 55% | 45% | Offered on a weekday |
| 85% | 15% | Low / no cost to participate | 38% | 62% | Covid precautions in place |
| 78% | 22% | Located within 25 miles | 33% | 67% | Offered on a Saturday |

How likely are you to attend the following types of conferences in the next year?

| Likely | Unlikely | |
|--------|----------|---|
| 61% | 19% | Fully Online Conference |
| 37% | 28% | Hybrid Conference (part in person, part online) |
| 43% | 29% | Fully in-person statewide conference |
| 50% | 26% | Fully in-person regional conference |

Comments related to resources needed to participate in conferences:

- Needs to be offered on a weekday (3 responses)
- Needs to be offered on a Saturday (2 responses)
- Topics offered are the most important factor (2 responses)

Comments related to reasons not currently interested in conferences:

- Lack of classroom coverage / staffing (4 responses)
- Not interested in conferences in general (3 responses)

Additional Comment:

Would like to see universal in service days like the public school calendars