

BBF Professional Preparation and Development Committee

Meeting Notes May 16th, 2023

Meeting Attendees:

- Becky Millard, Benjamin Rackliffe, Tricia Pawlik, Beth Truzansky, Lynne Robbins, Paula Nadeau, Amy Bolger, Erin Roche, Wendy Scott, Johanna Vaczy, deb Grennon, Sharron Harrington, Bill Bonsignore, Leslie Johnson, Michelle Maitri-Mudita, Julia Wayne, Joanne Rouleau, Beth Maurer, Amy Wheeler-Sutton

Meeting Summary:

Introductions

Business Technical Assistance Program (Erin Roche)

- First Children's Finance is a nonprofit based in Minnesota, does business in 20 states
- About the business of childcare and growing the supply of excellent childcare
- Three ways they assist childcare: work with independent businesses, work with communities (not in VT yet), work with systems-level projects (e.g. working with the state, redesign childcare financial assistance programs)
- Currently working with the state to implement a business technical assistance program, for early care as well as afterschool
- What are the needs of public school programs; they have different needs and figuring out what those needs are
- Includes trainings (mostly online) which are also on the Northern Lights website; small group cohorts over several months to create business plans; one-on-one consulting for no cost to the program for anything business-related
- Community development financial institution which lends money to childcare programs, at some point in the future capital will be available, including both grants and lending
- How do they incorporate JEDI into their work?
 - Helping a field that is largely women and in some places mostly women of color become professionals
- How will BTAP evaluate what is offered?
 - Survey of childcare services in the state
 - Will put out survey of tuitions rates and market rates
- They are also willing to do custom trainings at other times for people who can't make the scheduled trainings
- Plan to travel to communities to see if they have facilities they want to turn into childcare centers or if the community has a desire to create a childcare organization

CIS Recruitment and Retention Survey (Julia)

- CIS Workforce Recruitment and Retention Survey
- 6 years of data, 144 individuals most recently responded, average response rate of 53%
- Trend of people leaving because of low pay, few benefits, and few opportunities to advance is decreasing over the years, so things seem to be improving

- Over half had positive responses relating to telehealth
- Every region of the state is in need of more specialty providers
- Wages continue to be a barrier, anecdotally people prefer to go to public schools over CIS

Review feedback on PD Recommendations Document (Becky)

- 15 respondents to survey
- Effective professional development – some respondents thought it was unnecessary
- Link to standards – either include first thing, or reference where they are elaborated on later in the document
- Unified Core Knowledge Areas: adjust wording for 3 “supplemental” standards that only apply to afterschool
- Add the phrase “building skills” under Introductory training level
- Is it too wordy?
- Definition of professional development – make sure the language is accessible
- Straw poll – majority says it still needs work

Partner Updates

- Tricia: Vermont Afterschool has been working with governor’s subcommittee, they’ve finished draft of guidelines, soon it will be brought back for final approval
 - Supplemental tool for coaches and mentors along with existing assessment tools
 - Youth Works method training in Detroit
 - SPARKS was just announced, VAI
- Johanna: STARS revisions – scheduled hearing with legislative committee next Thursday (May 25th), proposed rules for STARS will go live
- Sharron: LGK info coming soon explaining new legislation
 - First step is hiring a director
 - VTAEYC has a new website
- Beth: BBF state advisory council this coming Monday (May 22nd) 1-2:30pm
 - BBF Stakeholder survey is out
 - Successfully filled 5 positions related to PDG, data manager slot still open

Future Agenda Items:

None yet, contact Becky or Lynn to add to next meeting

Resource Links:

<https://www.firstchildrensfinance.org/vermont/>

CIS Recruitment and Retention Survey

<https://northernlightscv.org/wp-content/uploads/2023/05/Feedback-from-the-Field-PD-Recs-5.15.23.pdf>

Next Meeting: June 20th, 2023

<https://northernlightscv.org/resources/vermonts-ecpd-system/ppd/>