

BBF Professional Preparation and Development Committee

Meeting Notes 10.17.2023

Meeting Attendees: Deb Norris, Lynne Robbins, John Cipora, Amelia Struthers, Victoria Ward, Kelly Hayes, Tammy Bates, Sharron Harrington, Joanne Rouleau, Darla Senecal, Justin.Lee, Sonja Bracey, Erin Roche, Staci Otis, Tricia Pawlik, Amy Murphy, Paula Nadeau, Bill Bonsignore, Rebecca Bishop Ware, Kelly Hayes, Tammy Bates, Beth Wallace, Elise Doner, Sarah Tousignant, Beth Truzansky, Michelle Maitri-Mudita, Laurie Metcalfe.

Meeting Summary:

- Meeting introductions
- SPARQS Overview (Victoria Ward/Sharron Harrinton/Beth Wallace)
 - Two department team members sharing today
 - Career Advancement Dept – led by Brenda Schramm
Earlier Childhood Educator Engagement Program
 - Victoria Ward (EC field 2008 on – teacher, admin mentor, instructor on registry and Beth Wallace (Previously Asst dir Benn Count HS, licensed teacher)
 - Funded by CDD and VTAEYC administered purpose to support a culture of quality in EC. Three Components:
 - Quality Coaching and Support Services
 - Program Assessments for STARS
 - Vermont Early Childhood Networks
 - What's next? Components will phase in over time. VTAEYC working with stakeholders to create strategic plan for VECN that promotes inclusion and accessibility.
 - Begin assessing programs in November – 2.5 assessors
 - Six coaches and mentors are getting trained in CLASS and Coach PD.
 - Leadership development and expand underserved areas from the networks.

- Tricia talked about After School connection with SPARQS.
- Seed and Sew offers virtual coaching – SEL need might be referred to Seed and Sew for example.
- Yes folks who have fully implemented Early MTSS can use TPOT in place of CLASS. Intake form will let SPARQS know assessment tools they are currently using. SPARQS will use CLASS – STARS still comes from CDD – Rey Garafano. Afterschool assessments unscored ...
- How to get information to the field and not put it out before it's ready. Webinars, regional meetings down the road, but working on how to get info out in an equitable and when the info is ready for prime time.

Relevant Links: Sign up for newsletter:

<https://secure.everyaction.com/Rps6FsjZ9Em1D3CaYIreig2>

SPARQS page on the VTAEYC website <https://www.vtaeyc.org/sparqs/>

Next Steps: Michelle suggests: Looping back and sharing conversations from those venues would be great, thank you!

- First Children's Finance training opportunities and updates (Erin Roche)
 - FCF has asked staff to take leap of faith...decided to hire one by one and a more trial and error approach – adapt
 - Erin first VT employee – 9mos ago. Four staff in VT and hiring a fifth.
 - National Non Profit – based Minneapolis MN – started in early 90s. VT is 4th state – grow the supply and business sustainability of excellent child care.
 - Business Sustainability cannot be achieved with excellent child care... both care and business needed.
 - Business and Technical Assistance Program designed to business resources to child care businesses – all types of venues.
 - Provide trainings – higher ed course
One on One business consulting – help address business goals.
 - Make Way for Kids

- Business Health Survey to field used to help design trainings. Added trainings April, May and June... Will do another to check in with people with ACT 76 etc and address training offerings.
- ACT 76 passed and changed their work. Pivoted to provide training to better understand the law and do what they need to do to stay in business.
- Series of short videos – to make more accessible and rewatch – interpret and address the initial changes of ACT 76 – adding a few more in the next month focused on changes in Jan and tax implications.

Next Steps: Listed off trainings coming up – Workshop at Afterschool Conference and two sessions at VTAEYC conference.

Relevant Links: www.firstchildrensfinance.org/vermont - for videos and training calendar and www.sharedservicesvt.org - for business and quality resources for child cares of all shapes & sizes
www.sharedservicesvt.org - for business and quality resources for child cares of all shapes & sizes

99 people helped Technical Assistance

45 participants in trainings

- Program Director Credential (Amelia Struthers and Laurie Metcalfe)
 - Understanding the PDC:
High Quality Outcomes for Children and Families thru the program directors work.
 - Directors’ work touches every part of a program. How do they know if they are being successful? How do they know it’s evidenced based, reflective practice to know outcomes
 - Well defined program to assess whether you are being a successful director. Divided into Buckets – CKAs with Competencies Core Competencies in Afterschool, Competencies for Prog Dir Credential as well.

- Program director – 5 Areas – 70 competencies.
 Child/Youth Devel
 Family and Community
 Teaching and Learning/Curr Learning Environments
 Healthy and Safe Environment
 Professionalism/Program Organization (Personnel, Fiscal Management and Leadership)
- Step One, Two – includes gaining knowledge and what you need to know based on the 5 CKAs and Three is showing your application of it.
- Application: showing how your coursework aligns with learning objectives that were designed using the program director competencies.
- The new application for step one and two.
- Step 3 Culminating Seminar CoP – continuous coaching reflection, work with Amelia one on one with Portfolio. CoP has the ability for folks who started portfolio to come back and complete
- **Laurie Metcalfe:** facilitator of CoP and recent recipient of Step 3!
 Meet each week, look at each competency in depth – after being able to see the competencies in practice... and deciding if what you are doing is meeting the competencies. Discover the areas that need improvement. Incredible growth process and helps to improve practices. Connect the director's work to their colleagues. Keeping competencies alive. Looking for evidence for continuous learning. Leadership program – uncovers items you may not think you need to do but you do!
- **Portfolio is reviewed by a committee...** everyone passes. Allows you to prove your abilities.
- Adjustment based on new CKC that were just introduced and the proposed unified CK areas? We need to look at the competencies again – and on the radar to update them.
- Afterschool Professional Credential vs Program Director Credential Equivalent or do both? Needs discussion...

Next Steps: Marketing of the program -

- Updates and Announcements

- Class of 23-24 Pre Apprentices – Paula Nadeau
Pre Apprentices all voluntarily going to mentorship workshop
Retention Bonus TEACH sponsor
Stipends 40 technology TEACH recipient – second round of stipends for access supports
- Joanne Rouleau
BSC Train the Trainer training in Rutland – registration on NL calendar.
November 10 – 1-4 PM. New toolkit potentially

Future Agenda Items: Next Meeting November 21 10AM

Communities of Practice update from Becky