Professional Development Survey of the Field
Summer 2023

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 210 respondents to this survey during June and July, 2023.

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

Percentages below combine responses of "Likely" and "Extremely Likely." n=210
✳ indicates advanced-level trainings in this topic is desired

Child Development and Learning

- 85% Responding to Challenging Behaviors ✳
- 77% Social and Emotional Learning and Development ✳
- 74% Trauma Informed Practices ✳
- 72% Attachment and Co-Regulation ✳
- 61% Language Development
- 50% Motor Development and Coordination

Family and Community Partnerships

- 64% Supporting Families Impacted by Substance Use Disorders ✳
- 64% Advanced Specialized Care topics ✳
- 60% Strengths-Based Family Partnerships
- 55% Strengthening Families Framework
- 49% Supporting Families Experiencing Homelessness ✳
- 31% Basic Specialized Care

Developmentally Appropriate and Inclusive Practices

- 71% Supporting Children with Diverse Needs ✳
- 63% Advancing Equity: Anti-Bias and Cultural Competency ✳
- 57% Developmentally Appropriate Practice
- 57% Strategies for Working with Multi-Age Groups of Children ✳
- 54% Approaches to Learning
- 52% Pyramid Model and Early Multi-Tiered Systems of Support

Percentages below combine responses of "Likely" and "Extremely Likely." n=210
✳ indicates advanced-level trainings in this topic is desired

Curriculum and Learning Environments

- **69%** Supporting High Quality Play and Play Theory ✳
- **63%** Nature-Based Learning ✳
- **58%** Creative Arts and Expression
- **57%** Literacy Development
- **55%** Mathematics, Science, Social Studies
- **51%** Approaches to Curricula including Reggio Emilia, Montessori, Waldorf, Froebel
- **48%** Program for Infant Toddler Care (PITC) or Resources for Infant Educarers (RIE)

Frequently Mentioned in Open Reponse:
VELS
Infant and Toddler Care

Observation and Assessment

- **61%** Program Assessment and Continuous Quality Improvement
- **53%** Classroom Assessment Scoring System (CLASS) ✳
- **49%** Child Observation and Assessment ✳
- **44%** Teaching Strategies GOLD
- **44%** Teaching Pyramid Observation Toold (TPOT)
- **43%** Ages and Stages Questionnaire (ASQ-3) and ASQ: Social-Emotional (ASQ-SE2) ✳

Frequently Mentioned in Open Reponse:
Learning More about STARS

Professionalism and Ethical Practice

- **67%** Effective Partnership and Collaboration
- **67%** Reflective Supervision
- **65%** Reflective Practice ✳
- **65%** Mentoring, Advising, Coaching, Consulting (MATCH)
- **61%** Understanding Explicit and Implicit Bias ✳
- **46%** Professionalism and Ethics

Youth Engagement, Voice, and Choice

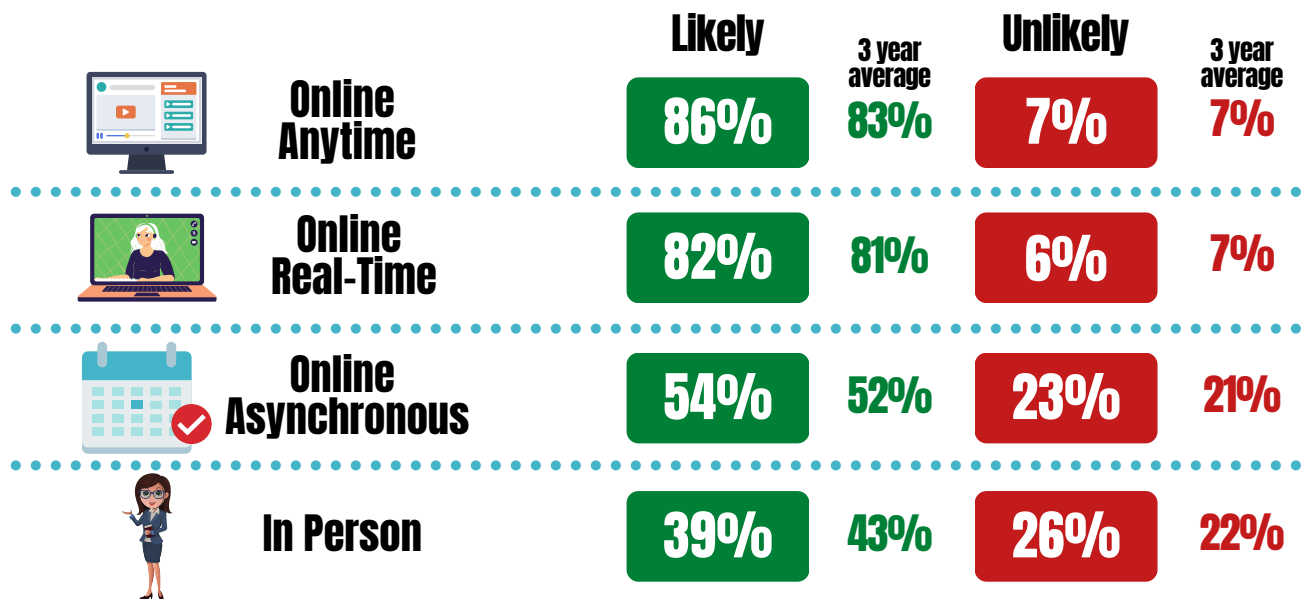- **33%** Youth Engagement, Voice, and Choice ✳

Health and Safety

- **64%** First Aid and CPR
- **52%** Farm to Early Care and Education ✳
- **50%** Social Determinants of Health
- **45%** Nutrition and Physical Activity
- **43%** Health and Safety Practices
- **38%** Emergency Preparedness
- **31%** Medication Administration

Program Planning and Development

- **57%** Program Improvement Planning
- **57%** Continuous Quality Improvement
- **48%** Staff Supervision and Support
- **44%** Effective Business Practices
- **44%** Balancing Work and Family
- **40%** Grant Writing ✳
- **40%** Planning with Data

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. Three year averages use the responses from 2021, 2022, and 2023. n=196

	Likely	3 year average	Unlikely	3 year average
Online Anytime	86%	83%	7%	7%
Online Real-Time	82%	81%	6%	7%
Online Asynchronous	54%	52%	23%	21%
In Person	39%	43%	26%	22%

> "Self-directed trainings should also have an advisor to help if needed."
>
> "How can we support school-based professionals?"
>
> "I love communities of practice!"
>
> "I feel as though it is supportive to early educators and children to schedule trainings outside of program hours."

Agree	Disagree	
58%	17%	I am able to find the trainings I need
53%	22%	I am able to find trainings that meet my professional level
26%	12%	I am able to find trainings that appeal to my interests
49%	17%	My career support needs are being met
63%	12%	I have met or made progress on my career goals in the past year

Comments related to the above:

- I would like to see more options for advanced-level trainings (9 responses)
- I would like more support understanding my options / what is available (4 responses)

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	2022	Unlikely	2022	
45%	47%	27%	26%	In the next year
54%	58%	18%	16%	In two years
51%	58%	19%	18%	In three years

How do you plan which professional development trainings you will take in a year?

- **74%** I look for trainings on topics that are new to me
- **66%** I choose trainings based on the day and/or time of the training
- **59%** I look for training that addresses the age group I teach
- **59%** I watch the training calendars and sign up when something interests me
- **54%** I choose topics related to the goals in my IPDP

How do you find out about professional development opportunities?

- **70%** I search the Northern Lights Training Calendar
- **41%** I hear about trainings from my director or colleagues
- **36%** I hear about trainings from my Vermont Early Childhood Network
- **35%** I hear about trainings in the CDD professional development newsletter
- **31%** I search the BFIS Course Calendar

Current Role (check all that apply)

- **34%** Center-Based Child Care Professional
- **36%** Family Child Care Professional
- **28%** Center-Based Director/Administrator
- **5%** Sponsor
- **12%** Public Prekindergarten teacher/staff
- **11%** Mentor
- **9%** Instructor/Trainer
- **7%** Afterschool Professional
- **3%** K-3 Professional
- **1%** CIS Professional and/or Home Visitor

How long have you been in the field?

- **4%** 0-1 years
- **11%** 2-5 years
- **17%** 6-10 years
- **23%** 11-20 years
- **46%** 21+ years