

# BBF Professional Preparation and Development Committee

## Meeting Notes 12/19/2023

**Meeting Attendees:** Deb Norris, Becky Millard, John Cipora, Adri Taylo-Behrman, Beth Truzansky, Ann Murphy, Bill Bonsignore, Everett Ware, Lynne Robbins, Wendy Scott, Sonja Bracey, Tricia Pawlik, Elise Doner, Amaryah, Cynthia Greene, Staci Otis, Beth Wallace, Beth Maurer, Courtney Isham, Nicole Sener, Julia Wayne, Paula Nadeau, Jackie Davis, Didi Harris.

### **Meeting Summary:**

- I. Meeting introductions
- II. Creating New IPDPs for Early Childhood and Afterschool (Becky and Tricia)
  - Switched to alignment on the national level for Child Care Standards – NAEYC and National Afterschool Standards.
  - Would love to see this be a more active tool for folks... make them user friendly and useful to shift folks to making these more active tool rather than just something to check off.
  - National Afterschool Deep review of skills to use as planning tool to complete the IPDP: Self-Assessment Tool
  - New draft IPDP form... NL is working on. New Self-Assessment section to dive deeper.
  - Break into groups – to look at the tools – anything to add, thoughts on what is in there currently.
    - Barriers and Positives
    - Wonderful tool to enhance reflective practice
    - Identify, apply and amplify – folks like that.
    - Reflecting on the usefulness. This is just a tool – comes down to messaging – finding trainings that directors can find a training to support an employee’s IPDP goals.
    - Liked the bottom part, Goals, Strategies, Resources, Timeline... liked the check boxes... rating and reflecting is enough. Focus on the 2 and 3 ratings for goals.

- Think about goals for 3-4 CKAs to develop per year, not all 10.
- Making this a living document not just a check list and connecting the IPDPs it to STARS (program plan) and annual evaluations.
- Reflection part – no space for this in the unified – how to you know when you met goal and how will you use in your practice.
- CIS Early Intervention Certification Renewal process – similarities to their process. Lead up to the renewal process in increments so not so overwhelming.
- Program Guide for Admin to help staff.
- Need to remember that there are FCC providers who are individual and program when we are thinking about CQIs.
- Not focus on it just being an evaluation but also focus on continuous improvement personally
- Create another training for Prog Directors to train on how to assist with IPDP creation and follow thru.
- Using CKA lens across all facets of a person’s role position (job description areas)
- Mindful of what we are asking Staff to do...within their very full schedule already. A lot of redundancies in paperwork. Where can we create alignment?
- And for FCC what collaborative mechanisms are available to them for completing these - akin to a community of practice in lieu of a supervisor assisting them.

### III. Early MTSS and Practice-Based Coaching Project (Amy Murphy)

- Build up a certain topic using a ladder of development (math, literacy, Social Emotional etc)
- Expand Early MTSS across ECE area – Universal Pre K, Integrated Services and now to 0-5 years audience. Framework – build slowly to sustainability level.
- How can we make these trainings accessible?

- Implementations sights free training and stipends. Free coaching from Pyramid Model Consortium. Looking for sights...
- Looking for Coaches as well. System coaches working with a leadership team... or Practice Based coach as well. Coaches will receive stipend as well. Per month – no more than 5 hours.
- Qualifications – see Amy for the application and details on Qualifications. Coaching fee – fair rate.
- [amy.murphy@vermont.gov](mailto:amy.murphy@vermont.gov) Amy's contact.
- Large center, usually choose a classroom to start with.
- Modes of learning - Live webinars, recorded, self-paced modules...
- Looking into getting PD hours for coaching. AOE and CDD look at PD with different lens – both okay but need to find an alignment.
- Implementation sights (18 Universal Pre K sights, 2 NEKCA sights – under new grant 20+ more added) would get the whole gamut of training including data collection. Also working on creating internal coaching mechanisms. Embedding Equity and Trauma informed practices now.

#### IV. Member Updates

- New RA for NL – Tia in Upper Valley – Northern Lights closed this Friday thru Jan 1 – reopen Jan 2.
- Paula – Pre Apprenticeship is now Youth Apprenticeship, hired new data specialist – and reopen Curtis Fund Commitment scholarship enrolled at CCV – Early Childhood Educator Certificate – apps due Jan 15
- Lynne: PDD project – The CDD has executed a new grant agreement with Bank Street to evaluate the Early Childhood Apprenticeship Program that VTAEYC is implementing. This is one of the Preschool Development Grant projects.
- Bill: hiring update.
- Registration for the Fundamentals for Early Childhood Professionals training for winter/spring is open:

[https://northernlightscv.org/training/training-calendar/?\\_sfm\\_special\\_topics=Fundamentals%20for%20Early%20Childhood%20Professionals](https://northernlightscv.org/training/training-calendar/?_sfm_special_topics=Fundamentals%20for%20Early%20Childhood%20Professionals)

- Beth Wallace: A lot of folks excited CoPs for PD NAEYC Public Policy Forum Sunday Feb 25-26
- VTAEYC conference attendance all entered.