

BBF Professional Preparation and Development Committee

Meeting Notes 2/20/2024

Meeting Attendees: Deb Norris, Becky Millard, John Cipora, Adri Taylo-Behrman, Tia Fotion, Rachel Hunter, Elise Doner, Susan Titterton, Tricia Pawlik, Julia Wayne, Paula Nadeau, Joanne Rouleau, Sonja Bracey, Staci Otis, Beth Truzansky, Wendy Scott, Michelle Maitri-Mudita, Everett Ware, Cynthia Greene, Beth Wallace, Holly Moriglioni, Joanna Houston, Darla Senecal, Nicole Sener,

Meeting Summary:

- I. Meeting introductions
- II. Advancing as a Profession (Rachel Hunter and Susan Titterton)
 - Give update and learn from questions and comments of this group. Met with various EC groups recently to get comments from various groups so may be review for some.
 - Unifying Framework – 2020 – Guidebook – different sections/concents.
 - Timeline: Three phases
 - Early Phase 2017 – learned about Power to the Profession NAEYC – should we look at this for VT. Ensure workforce has a seat at the table.
 - Phase One 2018 – 58 convos around the state, interested in discussion – 72% in, 24% partial change... these numbers validated, yes lets do this.
 - Phase Two: Aligning with the Unifying Framework – Prof Identity, Three Designations, Aligned Professional Prep, Compensation and Supports.
 - Phase Three: Working with the Ecosystem to advance these areas.
 - Indiv 3000+ / 200+ Interaction Info Sessions – Workforce led...
 - Professional Identity: Early Childhood Educator and Profession: Early Childhood Education – 90% agreement to this. Distinct roles and responsibilities

- Three Designations: ECE I, II and III - similar to nursing levels...
Min 120 hrs Assoc, Bachelors...Scopes of practice support, lead, guide and Compensation and responsibilities increase
- Compensation: Benefits and Compensation increases with responsibility
- Professional Licensure
90% agreement, would feel more respect with licensure
- Currently in Phase 3 – How would this work? What would it look like?
Need to work with folks in the field and our broader ecosystem.
- Implementation of Design work
Prof Identity Implementation
Aligned Prep Pathways: ECE Prep Pathways study group – paused – so many changes but will resume
ECE I Prep Pathways – draft completed
Career Later to Career Pathways, paused
- Implementing will build a bridge – waive some requirements for current educators – show based on experience rather than have a degree. And new qualifications phased in.
- Office of Prof Regulation (OPR) – division of Secretary of State
License over 50 professions. Create and modify regs that establish licensing regs
- Went over the OPR Sunrise Review Process
- Model Legislation: The Commission for Prof Excellence in ECE – reciprocity...delicate balance between consistency and flexibility.
- EC Education Prof Recognition Act – Setting the Stage in 2024.
- Voice and Advocacy: Empower EC Educators that they have a voice and they understand what is going on. Communications – blogs, videos, social media etc. Sign a pledge that they “are in”
- Wendy - What does this look like for centers and home providers that don't want get licensed or get degree... not a requirement to be in the profession...
Look at supports so that folks can access the path they want... don't

have all the answers... more questions and figuring things out.
Get Credit for what you know – focus portfolio or get credit for 4 key courses.

- John – work is transformative and he is thankful for the work coming from the higher education domain – folding this work into their realm.
- Becky gave a little background on Prior Learning Assessment – depends on goals of individual what pathway would look like...articulation agreements have some bearing on it as well.
- Where do you see PPD engaging in this work?

Fundamentals 45 hrs and then suggestions of what makes up the rest of the 120hrs or what makes up these hours...have some guidance in this
The system is there we need to just tweak to fit in framework.

ECE I – perhaps include 80 field or observation hours – comparable to youth apprenticeship model –

Develop guidance of what an 80 hr field requirement would look like.

Looking at CDA to see if that is appropriate for ECE I.

Youth Apprenticeship Program and TEACH scholarship in regard to ECE It has both credit bearing credits and also field credits folded in.

Springfield College awards 18 credits for a CDA.

Career Ladder to Pathways... Afterschool thinking opposite... different – all coming from different backgrounds... Opportunity to see if there is alignment. Who holds responsibility where – birth to 3rd grade/ public school, afterschool, EC ...

PD Specialists to do the CDA preparation with folks. Hire PD specialists – part of NL grant – need permission from grant funder.

National work on the CDA – finding ways to put quality controls in place.

Advocate for Head Start relationship with Higher Ed Institutions – allows for grants to folks getting degree in EC... \$5000 undergrad, \$10000 grad.

III. Discussion of next steps for PPD from the professional development system evaluation (breakout groups)

What have we done that have contributed to the recommendations that are in the ECPDS Evaluation. And then next month we will discuss where we go next.

Some Reflections: but email notes to Becky from each group:

Afterschool has new items going on...

HS offering things that fits in – everyone is doing a piece of the puzzle.

Celebrate recent initiative: Unified Core Knowledge Areas and Recognized CoPs.

We've come a long way... we've made huge strides from 2021.

PD offerings on DEI – more needed – collaborate with Touchpoints and possible CoP ...

IV. Member Updates

- Northern Lights planning In Person PD Summit – full day – May 10th in Winooski, registration in early April. More to come...
- Beth Wallace Strategic plan Vermont Early Childhood Networks for submitted to CDD.
- Julia – CIS Training title Eat Poop Sleep – all day targeting eating and eliminating and sleep with and without identified disabilities.
<https://mailchi.mp/uvm/personnel-development-newsletter-for-cis-staff-15112688>
- Paula – Sarah Gonyea – new hire in data
- Beth Wallace – went over Career Level Bonus changes. Can backdate bonuses not previously received since 2018 but met the requirements, Or can apply new...if Education attained more than two years ago
- Becky mentioned some new NL trainings.

Relevant Links:

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

Possible next topics:

Melissa Dublois come for a meeting – Prior Learning Assessment – Get Credit for What You Know –

Camille Catlett from UNC Chapel Hill as a champion and fan of all things VT ECE has great potential to keep all VT forward trajectory well aligned with similar other national best practices efforts.