

BBF Professional Preparation and Development Committee

Meeting Notes March 19th, 2024

Meeting Attendees:

- Benj Rackliffe, Amelia Struthers, Becky Millard, Amaryah Pendlebury, Beth Wallace, Bill Bonsignore, Darla Senecal, Elise Doner, Erin Roche, Jackie Davis, Joanne Rouleau, John Cipora, Kelly Hayes, Paula Bonnie, Renee Kelly, Staci Otis, Tia Fotion, Lynn Robbins, Adri Taylo-Behrman, Thalia Garcia, Paula Nadeau, Holly Moriglioni, Dawn Rouse, Beth Truzansky, Joanna Houston, Beth Maurer, Janet McLaughlin

Meeting Summary:

Introductions: What's something you would like to see PPD focus on in the next 1-2 years?

ECPDS Evaluation: Identifying Next Steps (Becky)

- There are two parts to the evaluations: Alignment and Integration; and Planning for PPD Professional Development Offerings
- Breakout rooms reflections:
 - How is DEI intertwined with the field?
 - Mentoring and coaching – EC apprenticeship has mentoring embedded already, how can we bolster that across other areas?
 - Pathways and integrating afterschool and CIS – there are talks underway to make sure tech centers have workforce potentials and pathways for students
 - Language around coaching – how do we market coaching and mentoring/ how do we be thoughtful of messaging and how it relates to quality?

CDD Workforce Report (Janet McLaughlin and Renee Kelly)

- This workforce reporting can be found in Reports and Publication section of the CDD website (see link below)
- The three reports are CIS; Head Start; and Early Childhood & Afterschool
- Renee Kelly with 2023 Vermont Head Start Workforce Report
 - Head Start is early childhood services 'plus' – it includes center-based care plus family well-being and health
 - The workforce comprises not only teaching staff but family service managers, directors, custodians, home visitors, health managers, etc.
 - Collaboration offices exist to facilitate collaboration between federal and state childhood systems of Head Start
 - Data sources:
 - 2023 Program Information Report (PIR)
 - 2022 VTHSCO Needs Assessment report
 - 2021 Vermont Early Childhood Wage and Fringe Benefit Comparability report
 - Topic areas:
 - Workforce composition
 - Teaching staff qualifications
 - Staff turnover
 - Wages and benefits
 - Coaching, mentoring, and professional development needs
 - Some key takeaways from this report:

- Parents of children in Head Start programs often end up joining Head Start programs as employees and teachers
- The number of assistant teachers increased between 2021-23 while all other positions decreased
- 83% of teachers meet training standards
- Staff turnover: there was a 50% increase in staff leaving in 2022-23 compared to 2021, and 25% of vacancies remained unfilled for three months
- Wages and benefits key findings: tiered path exists for those in the EC field; annual compensation is low for the VT EC workforce; and there was a prevalent concern over limited access to benefits
- Janet McLaughlin with VT EC Education and Afterschool Workforce Report
 - As of 2022 the number of individuals in regulated childcare is up from 2020, but still not to 2018 numbers
 - Overall, family childcare numbers have steadily declined from 2018-2022
 - Two-thirds of all AHS districts rebounded slightly from 2020-22, but all districts are down compared to 2018
 - Since 2018 there has been a steady increase in the percentage of individuals submitting degrees or credentials. The greatest increase of 23% is within family childcare home settings
 - 32% of people in regulated childcare have associate degree or higher, and all categories are up since 2018
 - A takeaway from this report is: How do we consider equity (as distinct from parity) between regions of the state?

Future Agenda Items:

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

Resource Links:

<https://outside.vermont.gov/dept/DCF/Shared%20Documents/CDD/Reports/ECE-AS-Workforce-Report-2023.pdf>

<https://northernlightscv.org/wp-content/uploads/2024/03/ECPDS-Planning-for-PPD-Alignment-and-Integration-3.19.24.docx>

<https://northernlightscv.org/wp-content/uploads/2024/03/ECPDS-Planning-for-PPD-Professional-Development-3.19.24.docx>

[Reports & Publications | Department for Children and Families \(vermont.gov\)](#)

Next Meeting:

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