Recommendations from the Early Childhood Professional Development System Evaluation 2021   
Review by the BBF PPD Committee 2/20/24 of activities completed 2021-2024

**ECPDS Recommendations focused on Professional Development Offerings**

1. Expand the breadth and depth of training and PD related to diversity, equity, and inclusion

**Activities 2021-2024:**

* Northern Lights at CCV added new PD topics during this period including Anti-Bias Education training and community of practice
* Head Start Region 5 programs invited to 3-year equity academy cohort (CVHS participants)
* One of the VTAEYC annual conferences during this period focused on DEI
* STARS requirements include DEI as a quality area
* Vermont Afterschool now offers two new diversity and equity trainings

**Suggested Work for the PPD to advance this topic during 2024-2026:**

1. Expand access to online PD opportunities

**Activities 2021-2024**

* In 2022, Northern Lights at CCV published Unified Training Criteria which allowed a much easier process for an array of Online Anytime training to be approved in Vermont.
* VTAEYC is engaged in work with the VECN strategic plan to explore opening some local and regional training up to a wider audience of network members using online technology.

**Suggested Work for the PPD to advance this topic during 2024-2026:**

1. Expand define, and evaluate alternative approaches to delivering professional development such as communities of practice, mentoring, and coaching

**Activities 2021-2024**

* Northern Lights at CCV established criteria for Recognized Communities of Practice approved by the Child Development Division that launched in January 2024.
* Head Start programs offer Practice-Based Coaching and communities of practice
* MATCH Registry launched in fall 2023
* VTAEYC will be engaging in mentoring and coaching with SPARQS

**Suggested Work for the PPD to advance this topic during 2024-2026:**

1. Improve professional development offerings for the field’s most experience providers

**Activities 2021-2024:**

* There are both training and college course opportunities available from the Vermont Higher Education Collaborative that are aimed for more experienced professionals
* Northern Lights at CCV established Introductory, Intermediate, and Advanced labeling and embedded them into the Sponsor system for better classification of available PD and for later data collection about the number and variety of PD offered.
* VTAEYC in partnership with the Turrell Fund supporting the Exchange Fellows program

**Suggested Work for the PPD to advance this topic during 2024-2026:**

1. Consider ways to encourage the assignment of pre-work before and follow-up work after trainings

**Activities 2021-2024:**

* Northern Lights at CCV created the 2+2+2 approach to embed a practice component between two training sessions. This has been expanded to 4-, 6-, and 8-session trainings and communities of practice with practice sessions embedded between classes.

**Suggested Work for the PPD to advance this topic during 2024-2026:**