

# BBF Professional Preparation and Development Committee

## Meeting Notes 9/17/2024

**Meeting Attendees:** Ben Ardel, Bill Bonsignore, Brendan Rooney, Sonja Bracey, Ammie Collins, Cynthia Greene, Deb Whitney, Didi Harris, Tia Fotion, Rey Garafano, Teresa Haskins, Joanna Houston, John Cipora, Holly Moriglioni, Kathleen Bray, Maureen Gillard, Becky Millard, Paula Nadeau, Lynne Robbins, Joanne Rouleau, Staci, Megan Stagner, Amelia Struthers, Adri Taylo-Behrman, Tricia Pawlik, Julia Wayne

### **Meeting Summary:**

#### I. Meeting Introductions

#### II. CDD Quality Incentive Program (Rey Garafano)

- For last few months, have been working on act 76 Quality Incentive program
- Trying to increase quality and capacity for childcare throughout the state through incentives
- Readiness payments - \$2 mil
- Last big change is happening end of October, final adjustment for families.
- Incentives will not be a one-time thing, but rather will be in the
- Launches October 1
- Child Care Quality and Capacity Incentive Program

#### III. Charge

- Established in Act 76 of 2023
- For CDD to establish Quality and Capacity Incentive Program
- Wanted higher level of quality and increased access to inclusive programming
- Specifically targeting infant/toddler capacity
- Establishing capacity in areas that are seen as underserved
- Previously, STARS was used to determine allocation of funds per program. As of 2023, that is no longer the case - this is to move towards equity of allocation. STARS is still in the midst of being re-vamped.

#### IV. Criteria

- Focused - tied to quality and capacity

- Equitable - considers accessibility
- Feasible - for programs, CDD, business office
- Flexible - allows us to adapt to uptake
- Clear and Timely

## V. Proposed Framework

- Technical Assistance - through current Programs and Partners.
  - \*25% of budget\*
  - Quality
  - Capacity and Sustainability
- One-Time Recognition Bonus - mostly new.
  - \*25% of budget\*
  - STARS - increase, renew. \*\*Retroactive to 7/1/23\*\*
  - Specialized Child Care - if you gain status, get a bonus.
  - PD
- Annual Quality and Capacity Incentive
  - \*50% of budget\*
  - Formula-based payment for programs accepting CCDAP and meeting identified quality and capacity indicators

Tech assistance and One-Time Bonus are due to roll out on Oct. 1. It's unclear exactly how much will be spent on these two aspects, so we will use whatever money is not spent on these on the Annual Quality and Capacity Incentive.

Continued investment in various programs - Northern Lights, PD, Coaching, etc. This program is built to be flexible and adapt to the needs of the field.

Cynthia Greene: how might our PD tie into the PD system and STARS system? How can we ensure that these programs are being credited for their outstanding work in increasing Quality? Specifically - Shelburne Farms is geared towards high quality food access, and we want that to feel \*supportive\* rather than \*additive\* to quality programming.

A: this would be addressed in annual payment. There's a base rate, and meeting certain criteria grants additional pay. Offering meals is one of those criteria. Details of annual payment are still being finalized, so we will respond to questions like this.

#### VI. TA (Tech Assistance)

- CDD will extend its annual investment in Q&C Technical Assistance
  - SPARQS, First Children's Finance, VT Afterschool.

#### VII. One-Time Recognition Bonus

- Increasing stars
- Renewing stars
- Specialized Child Care Status
- Achieving Level Certificate or Credential
- Revised Bonus amounts and categories

#### VIII. STARS

##### Increasing

Per child base rate based on number of children enrolled at the time of assessment.

- Afterschool: \$45 per child
- CBCCPP <24: \$100
- CBCCPP 25-59: \$90
- CBCCPP >60: 85

Increased by: 2 Star %100; 3 Star %200; 4 Star %300

##### Renewing

Per child base rate based on number of children enrolled at the time of assessment.

- Afterschool: \$40 per child
- CBCCPP <24: \$70
- CBCCPP 25-59: \$60
- CBCCPP >60: 55

Increased by: 2 Star %20; 3 Star %30; 4 Star %40; 5 Star %50

## IX. Specialized Childcare Status

- Afterschool/CBCCPP: \$1000
- Family: \$750

## X. Achieving Level Certificate

- Program Dir 1/2 has been added - previously, it had just been Step 3
- AS and youth work cert is new
- Wanted increases to be meaningful, while still staying within budget.
- Will assess whether this makes an impact.

## XI. Annual Quality and Capacity Incentive

- Remainder of funds will be allocated to formula-based payment to all regulated programs that accept CCFAP.
- The formula will consider: Stars Level; Care Status; Serving Infants/Toddlers; Offering Nonstandard Hours; Offering Extended Hours; Operating in High Need Area.
- These criteria may change depending on feedback from the field - currently, pulled from legislation.

## Q&A

Cynthia Greene: very excited by recognition bonuses, and appreciation of advancements in the field.

Staci: Specialized Care - does it apply to existing Specialized Care providers?

- No; this is to incentivize an \*increase\*, so it does not apply to existing providers. However, they will gain bonuses based on their STARS level, which is a part of being a Specialized Provider.

Amelia Struthers: as coordinator of Program Credential, thank you! This credential really supports competencies and having to prove application of those competencies. Those who take the effort to go through this system have truly earned this type of bonus

- In thinking of credentials, we've been having conversations about professionalizing the field. There's a lot of discussion throughout the country

about this, and we feel that this is one thing that will pave the way. We are incentivizing an educated, informed field that knows best practices - this will let us more easily justify higher wages. VT is a leader in the field.

## **11:00-11:45 Professional Development Survey report release and discussion (Becky Miller)**

Note: this data will be formatted into different forms over the coming weeks to make it digestible.

### **XII. Overview**

Each summer, we survey members of the ECE workforce to better understand their needs and preferences. Available to ECPDS partners upon request.

This year, we're implementing arrows to indicate percent changes over the past year.

### **XIII. Feedback on Trainings**

- Many people are seeking advanced level opportunities in Responding to Challenging Behaviors
- Significant increase in Anti-Bias training
- Nature-based learning
- Decrease in Professionalism topics
- Youth Engagement, Voice and Choice - high interest in advanced level
- CQI - general increase, seems to be tied to STARS changes
- Decrease in interest in online anytime/asynchronous trainings; interest in In Person and Online Asynchronous.
- Weekday evenings continue to be the most likely time for training attendance. However, there is an increase in Weekday and Saturday trainings.
- Most respondents are learning about trainings through Calendar or their ECE network. Many people mentioned receiving Direct Messages from trainers and organizations.

Four Takeaways:

1. The field is seeking multiple ways to access training.
2. People are more likely to attend trainings on weekday evenings, but a strong minority are interested in weekdays during the day and Saturdays.

3. Most people are finding trainings in the Calendar or through their ECE networks/Direct Messages.

4. Top Three Training Topics Requested: Advancing Equity: Anti-Bias and Cultural Competency; Social and Emotional Learning and Development; Responding to Challenging Behaviors.

Important to note:

- This data will be on our website, will be sent to sponsors, and will be talked about during upcoming zoom sessions.
- The hope is that those who offer PD will utilize this info to inform their work.

## Q&A

Julia Wayne: Wants to help push this survey out to the field to get more data from CIS. Has her own PD data from the field.

John Cipora: appreciates the work that is being done in refining and presenting this info in a useful way.

Joanne Rouleau: feels that this data is right in line with data we are seeing in the field - for example, the upcoming Challenging Behaviors class is completely full.

Lynne Robbins: Seconds the sentiment from Joanne - how can we better address this need? Notes that requests for Special Accommodation grants has gone up; will need to reflect on this data.

Joanna Houston: the three main topics seem to be related - if there was additional Social Emotional/Anti-Bias training, that would also alleviate some of the need for Challenging Behavior Classes. From the field: interest in VELs. This is being responded to by new classes.

CDD is partnering with Seed & Sew, which will give behavioral/Social Emotional assistance to teachers. Northern Lights is working with Seed & Sew to make their attendance easier to enter into our system.

Holly Moriglioni: HSA has been collecting data from the field to pinpoint what staff wants/when/how they want it. How to get more people to answer surveys? Would be great to see it as a sponsor and try to suit needs of their staff; open it up to public.

Deb Grennon: will use this to plan modalities and topics of their trainings. From business perspective, lots of training needed to help sustain high quality schools. Becky: this raises the question of what they \*need\* to be successful.

We will make this presentation available - broken into one page documents; 4-5 page documents. Data will also be provided so programs can do their own analyses.

### **11:45-12:00 Member updates and announcements**

Tricia Pawlik: can bonuses for credentials be advertised now to incentivize hiring?

- Yes, although they don't go into effect until Oct. 1
- CCV will also start to publicize these bonuses to incentivize trainings.

Ameila Struthers: does program director have to be in regulated childcare center to gain bonus?

- Yes, with no retroactive bonuses.

Tricia:

- Conference is coming up; Amy Brady from Flourish Lab coming to talk about challenging behaviors; Keynote on Play.
- Creating micro-credentials: LEAD for leadership, also one Youth Leaders; SE Credential - which is now full.

Joanne Rouleau:

- If you are a NL Sponsor, you must retake the Sponsor Orientation training. These are offered monthly, and we also have a recorded version. Reach out for more info.

Deb Grennon:

- Business Planning Cohort offers a bonus, involves writing a business plan. Planning a leadership conference on Hiring Well. Will be at upcoming conferences to highlight family childcare providers and the impact they make.

Julia Wayne, CIS:

- Summer newsletter came out recently. On May 29th, CIS Institute: Our Path out of the Pandemic. Focuses on Social Emotional, James Singer will come. Focus on inclusion. Infant/Toddler Mental Health. EI Certification is updated, and is online. SMARTIE Goal fundamentals, worked with Laurie Meyer at UVM on. CIS Orientation Training coming up for providers. CIS can now provide consultation and education, which is reimbursable. It is being offered in several counties in VT.

### Paula, VTAEYC

- Learning cohort in August: Inspired Leadership; Recruiting and Retaining Great Staff. Also, a series of 1 hr. trainings for SPARQS - all of them were full.
- VTAEYC Conference in October is sold out - sold out in 18 days!
- Will be putting out notification - hiring on career advancement team, admin and data entry coordinator. Hired two new members.

### Adri Taylo-Behrman, NL:

- CDD funded a series of trainings this summer related to Reggio, offered by Boulder Journey School. Following this up with a Community of Practice session with local experts.

Next month: address work plan, assess priorities, reflect on next steps.

### Relevant Links:

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

Possible next topics: