


Professional Development Survey of the Field Summer 2024

Each summer, Northern Lights at CCV surveys members of the early childhood and afterschool workforce to better understand their professional development needs and preferences. This document includes a summary of key results from this survey. The complete data set including open responses is available to ECPDS partners upon request. (n=199)

Arrows below indicate the percent change when comparing this year's data to last year's.







 % increase 3-4%
  5-10%
  >10%
  % decrease 3-4%
  5-10%
  >10%

How likely are you to take the following trainings in the next year?







Percentages below combine responses of "Likely" and "Extremely Likely." n=197

* indicates advanced-level trainings in this topic are desired







Child Development and Learning

-  **86%** Responding to Challenging Behaviors **
-  **81%** Social and Emotional Learning and Development *
-  **75%** Attachment and Co-Regulation *
-  **70%** Trauma Informed Practices *
-  **68%** Language Development *
-  **61%** Motor Development and Coordination *

Family and Community Partnerships

-  **64%** Advanced Specialized Care topics *
-  **57%** Strengths-Based Family Partnerships
-  **57%** Strengthening Families Framework
-  **54%** Supporting Families Impacted by Substance Use Disorders *
-  **45%** Supporting Families Experiencing Homelessness
-  **32%** Basic Specialized Care

Developmentally Appropriate and Inclusive Practices

-  **75%** Advancing Equity: Anti-Bias and Cultural Competency *
-  **63%** Supporting Children with Diverse Needs *
-  **62%** Developmentally Appropriate Practice
-  **60%** Strategies for Working with Multi-Age Groups of Children *
-  **55%** Approaches to Learning
-  **53%** Pyramid Model and Early Multi-Tiered Systems of Support

Percentages below combine responses of "Likely" and "Extremely Likely." n=199

* indicates advanced-level trainings in this topic are desired

Curriculum and Learning Environments

- 71% Supporting High Quality Play and Play Theory *
- ↑ 71% Nature-Based Learning *
- 57% Mathematics, Science, Social Studies
- 56% Literacy Development
- 56% Creative Arts and Expression
- 51% Approaches to Curricula including Reggio Emilia, Montessori, Waldorf, Froebel
- ↓ 40% Program for Infant Toddler Care (PITC) or Resources for Infant Educators (RIE)

Frequently Mentioned in Open Response:

VELS

Observation and Assessment

- ↑ 64% Program Assessment and Continuous Quality Improvement *
- 51% Child Observation and Assessment
- ↓ 49% Classroom Assessment Scoring System (CLASS) *
- 42% Ages and Stages Questionnaire (ASQ-3) and ASQ: Social-Emotional (ASQ-SE2)
- ↓ 38% Teaching Pyramid Observation Tool (TPOT)
- ↓ 35% Teaching Strategies GOLD

Professionalism and Ethical Practice

- ↓ 62% Reflective Supervision *
- ↓ 58% Reflective Practice
- ↓↓ 55% Effective Partnership and Collaboration
- ↓↓ 48% Mentoring, Advising, Coaching, Consulting (MATCH)
- ↓↓ 47% Understanding Explicit and Implicit Bias
- 47% Professionalism and Ethics

Youth Engagement, Voice, and Choice

- 37% Youth Engagement, Voice, and Choice *

Health and Safety

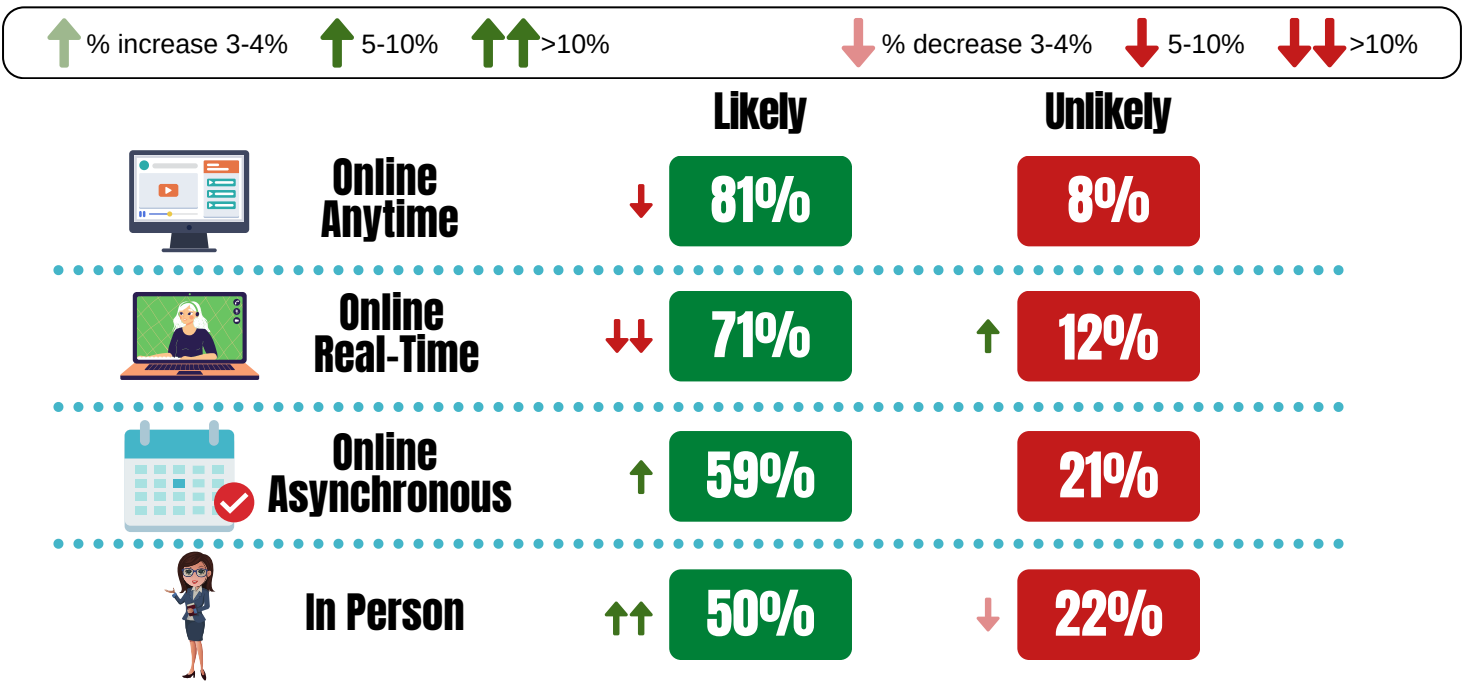
- ↓ 57% First Aid and CPR
- 50% Social Determinants of Health
- 50% Farm to Early Care and Education *
- ↑ 48% Nutrition and Physical Activity
- 43% Health and Safety Practices
- ↑ 43% Emergency Preparedness
- ↑ 28% Medication Administration

Program Planning and Development

- ↑ 66% Continuous Quality Improvement
- ↑ 63% Program Improvement Planning
- ↑ 52% Staff Supervision and Support
- ↑ 47% Balancing Work and Family
- 44% Effective Business Practices
- ↑ 43% Grant Writing
- 41% Planning with Data

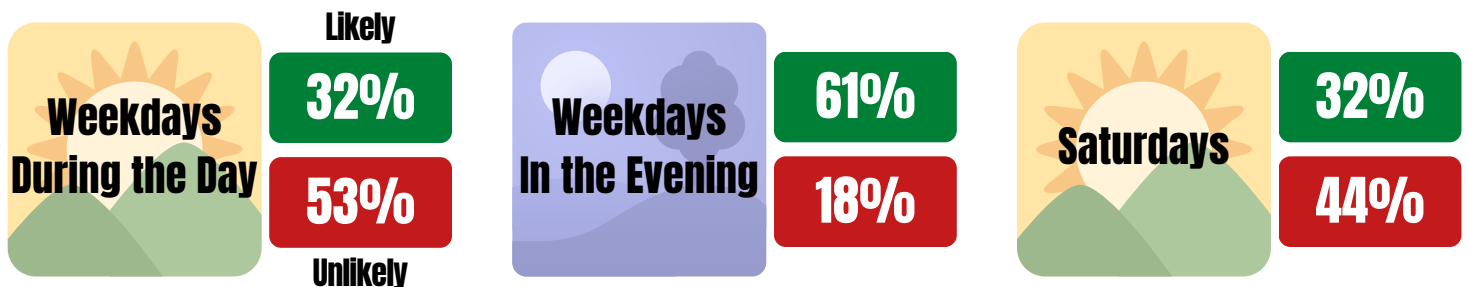
How likely are you to participate in the following types of trainings in the next year?

"Unlikely" combines responses of "Unlikely" and "Extremely Unlikely." "Likely" combines responses of "Likely" and "Extremely Likely." Responses of "Feel Neutral" and "N/A or Don't Know" have been omitted. n=186



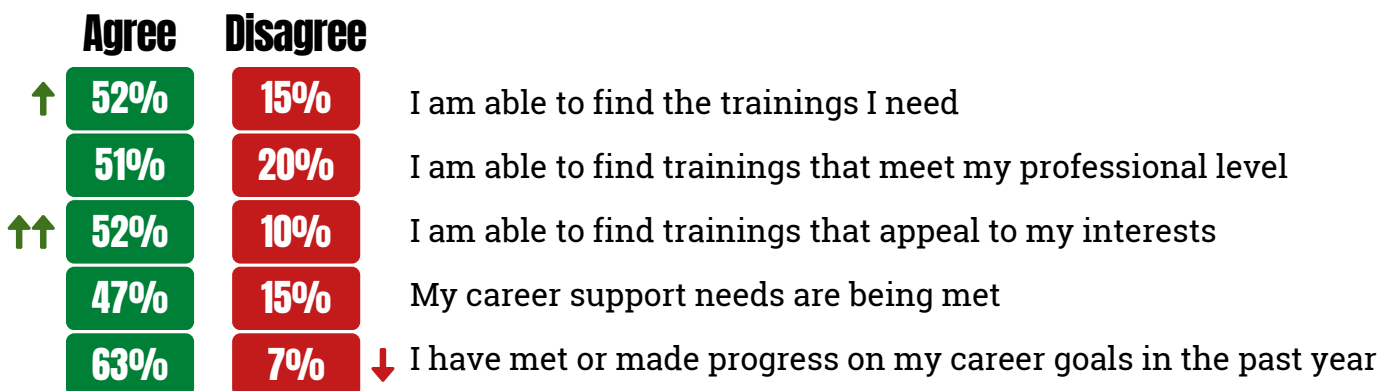
How likely are you to participate in trainings at the following times in the next year?

"Unlikely" combines responses of "Unlikely" and "Extremely Unlikely." "Likely" combines responses of "Likely" and "Extremely Likely." Responses of "Feel Neutral" and "N/A or Don't Know" have been omitted. n=186



Please tell us the extent to which you agree or disagree with the following:

"Unlikely" combines responses of "Unlikely" and "Extremely Unlikely." "Likely" combines responses of "Likely" and "Extremely Likely." Responses of "Feel Neutral" and "N/A or Don't Know" have been omitted. n=187



↑ % increase 3-4% ↑ 5-10% ↑↑ >10%

↓ % decrease 3-4% ↓ 5-10% ↓↓ >10%

How do you plan which professional development trainings you will take in a year?

- ↓ 67% I look for trainings on topics that are new to me
- ↓ 63% I choose trainings based on the day and/or time of the training
- 59% I watch the training calendars and sign up when something interests me
- ↑ 57% I choose topics related to the goals in my IPDP
- ↓ 56% I look for training that addresses the age group I teach

How do you find out about professional development opportunities?

- ↑ 74% I search the Northern Lights Training Calendar
- ↑↑ 46% I hear about trainings from my Vermont Early Childhood Network
- 37% I hear about trainings from CDD emails
- ↓ 34% I hear about trainings from my director or colleagues
- 30% I search the BFIS Course Calendar
- 22% I hear about trainings from my Northern Lights Resource Advisor

Frequently Mentioned in Open Response:

Direct Messages from Trainers and Organizations

Current Role (check all that apply)

- 26% Center-Based Child Care Professional
- 32% Family Child Care Professional
- 35% Center-Based Director/Administrator
- 6% Sponsor
- 14% Public Prekindergarten teacher/staff
- 2% MATCH Professional
- 7% Instructor/Trainer
- 8% Afterschool Professional
- 2% K-3 Professional
- 3% CIS Professional and/or Home Visitor

- 5% Public School teacher or staff member
- 1% Community of Practice Facilitator

How long have you been in the field?

- 1% 0-1 years
- 8% 2-5 years
- 14% 6-10 years
- 29% 11-20 years
- 48% 21+ years

What is your closest CCV Center?

