

BBF Professional Preparation and Development Committee

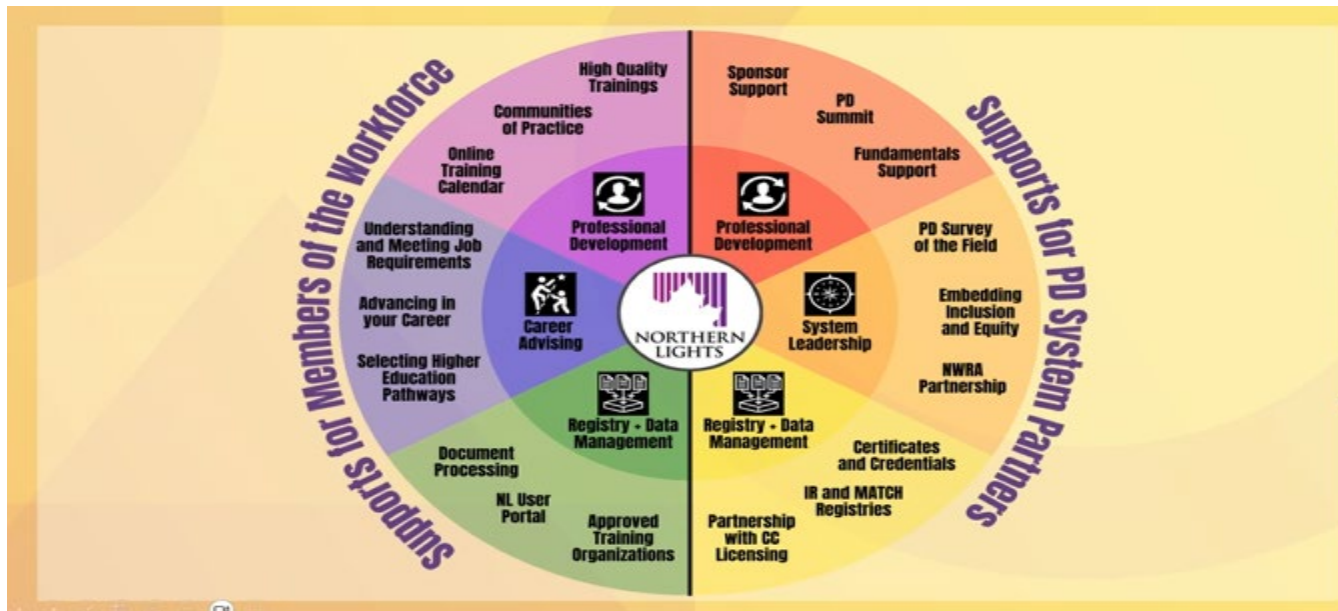
Meeting Notes 09/15/2026

Meeting Attendees: Becky Millard, Alie Dieng, Margaret Barch-Pearsall, Beth Wallace, Bill Bonsignore, Cathy Siggins, Ammie Collins, Laura Dailey, deb Grennon, Ellen Whelan- Wuest, Tia Fotion, John Cipora, Helen Mattheis, Meg Atwood, Hailey Paschold, Tiffany Miller, Paula Nadeau, Joanne Rouleau, Sharron Harrington, Staci Otis, Amelia Struthers, Adri Taylo-Behrman, Tricia Pawlik, Victoria Ward

Meeting Summary:

- I. Welcome
- II. 2026 PD Survey of the Field Data Review (Becky Millard)

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NORTHERN LIGHTS AT
COMMUNITY COLLEGE OF VERMONT

Professional Development Survey of the Field 2026

Professional Preparation and Development Committee
9/15/26

How likely are you to attend PD on the following topics in the next year?

Percentages below combine responses of "Likely" and "Extremely Likely." (n=86)

★ Indicates advanced-level training is desired for this topic or CKA

Child Development and Learning

- 81% Social + Emotional Learning + Development ★
- 72% Trauma Informed Practices or Healing-Centered Engagement
- 49% Five Domains of Child Development
- 42% Pyramid Model and Early MTSS

Frequently Mentioned in Open Responses:
Supporting Neurodivergent Children

Family and Community Partnerships

- 73% Trainings that meet Advanced Specialized Care criteria
- 53% Strengthening Families Framework + STRONG
- 55% Supporting Families Impacted by Substance Use Disorders

How likely are you to attend PD on the following topics in the next year?

Percentages below combine responses of "Likely" and "Extremely Likely." (n=86)

Developmentally Appropriate and Inclusive Practices

- 90% Responding to Challenging Behaviors ★
- 80% Strategies for Support + Inclusion of Every Child
- 68% Differentiated Instruction
- 62% Developmentally Appropriate Practices

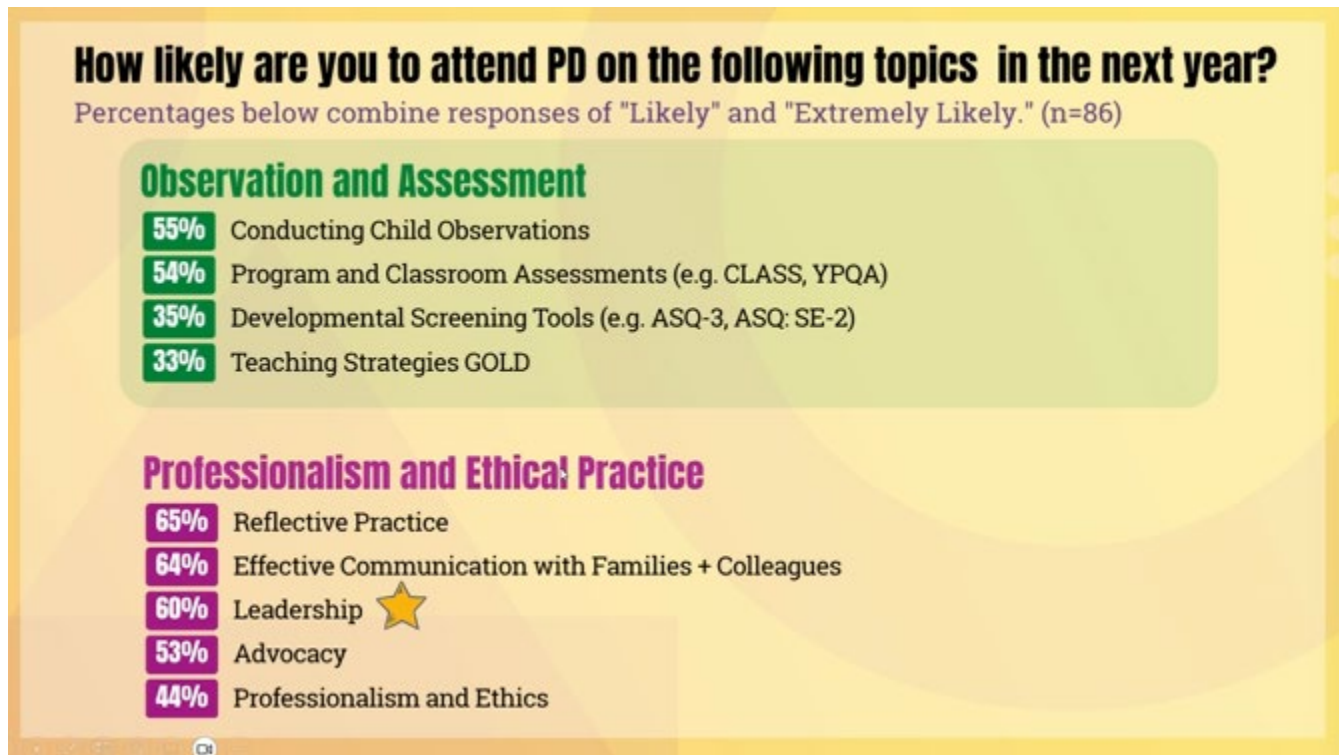
Curriculum and Learning Environments ★

- 62% Curriculum + Environments for Multi-Age Groups
- 52% Universal Design for Learning
- 51% Curriculum + Environments for Infants/Toddlers
- 46% Using and Embedding the VELs

Frequently Mentioned in Open Responses:
Planning for Multi-Age Settings
Literacy Development

- Stars indicate responders want a high level of PD. Also indicates individuals in the field are more likely to respond to survey

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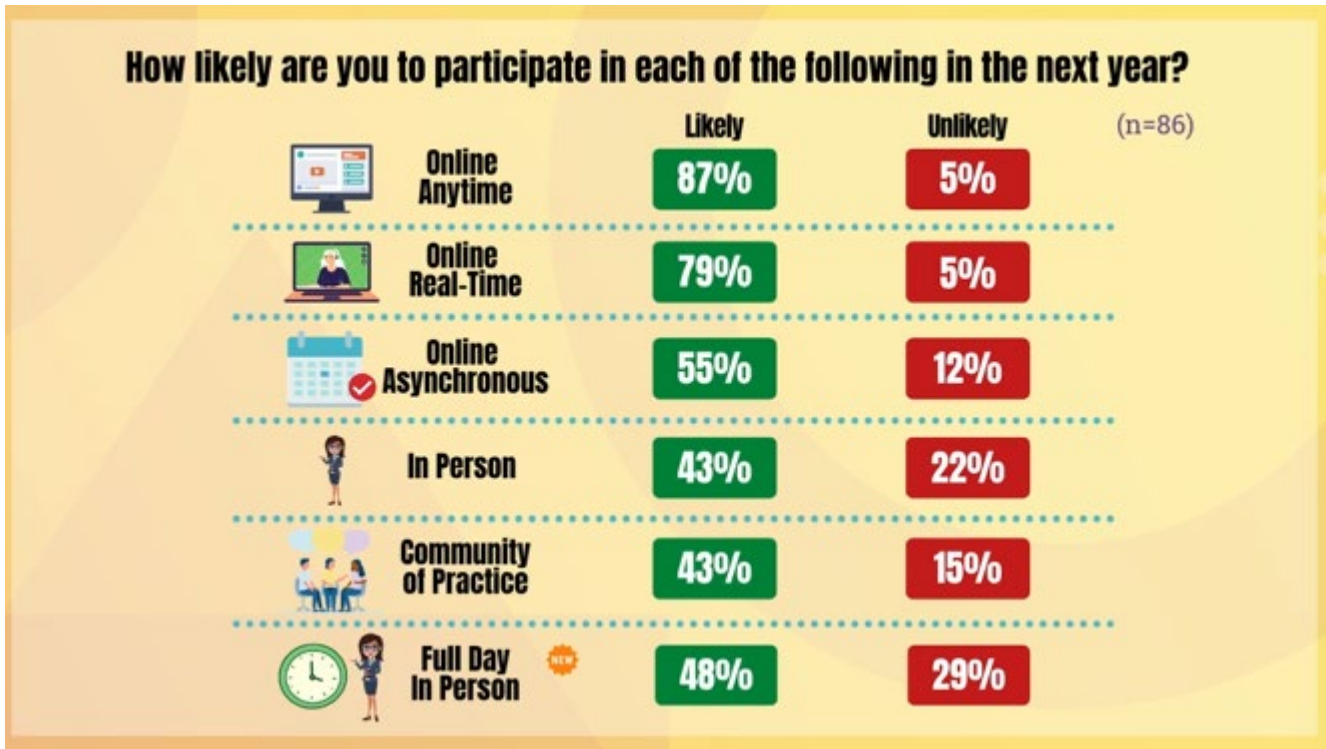


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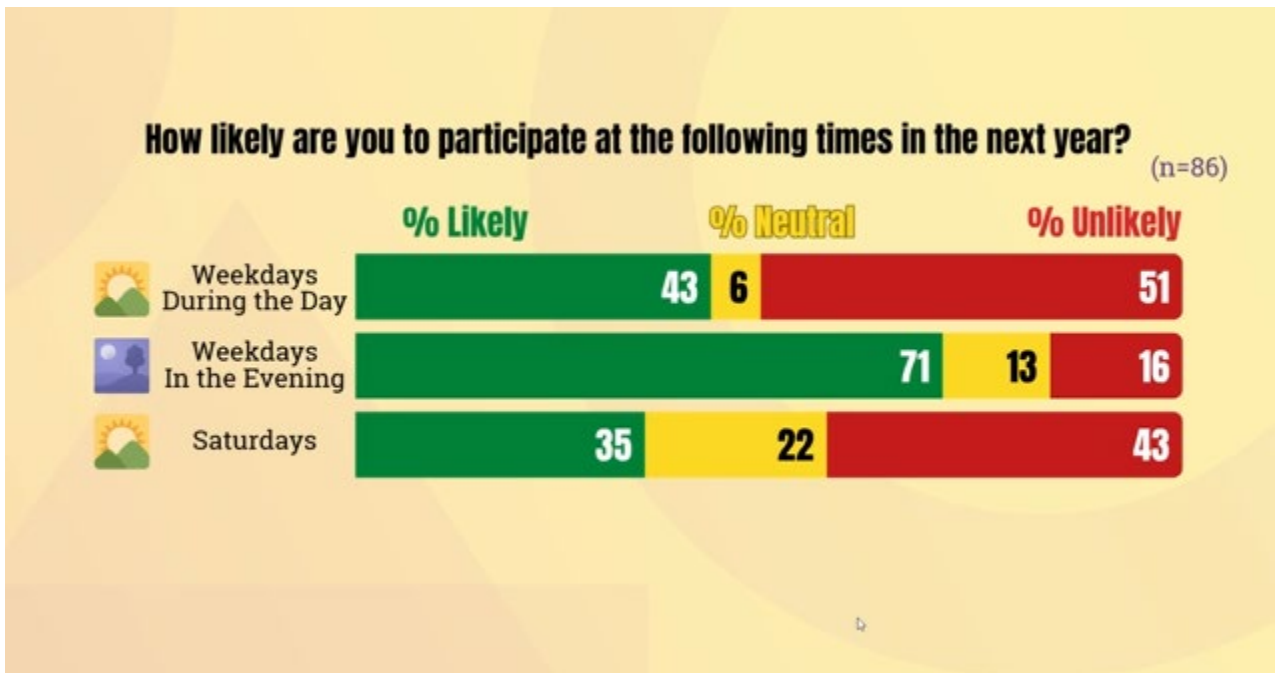
○ Higher level of afterschool respondents this year but would like to see more

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○ Data set includes a heavy lean to people who have been in the field for ten years.

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○ These rates are consistent with last few years of survey data

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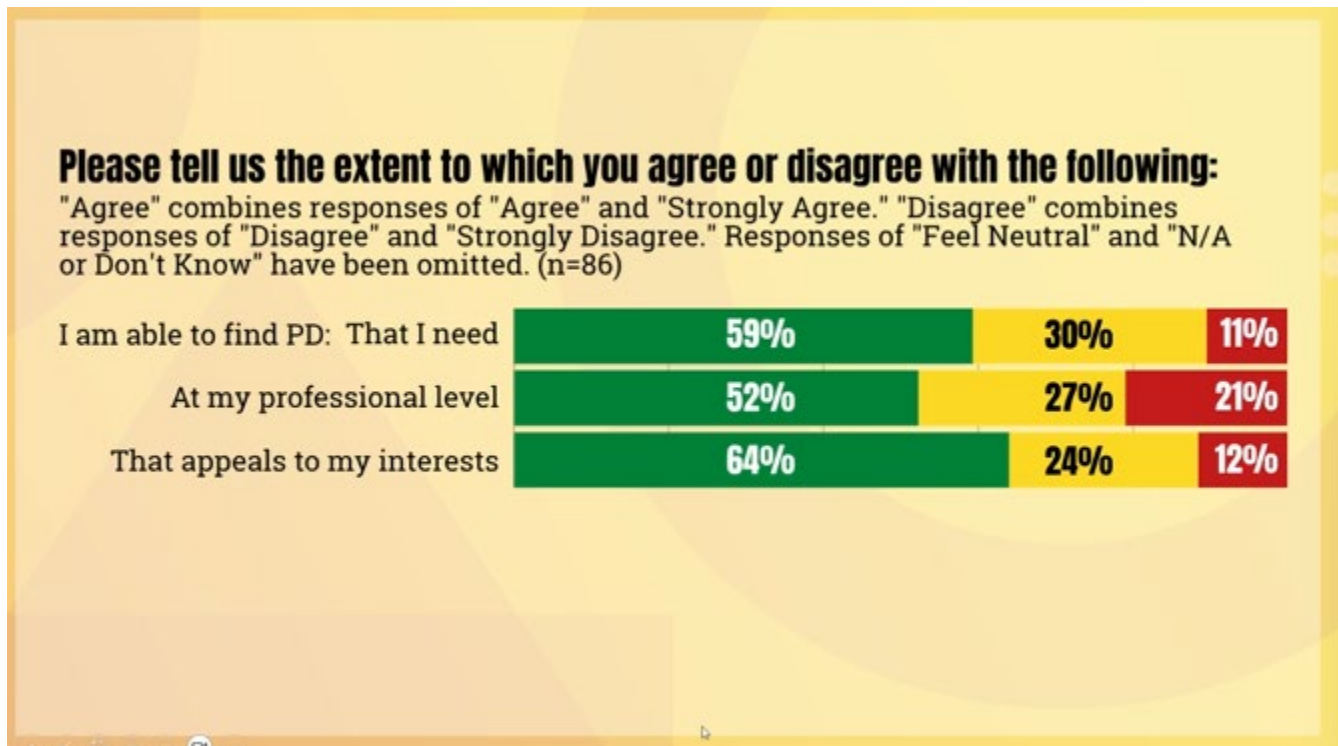


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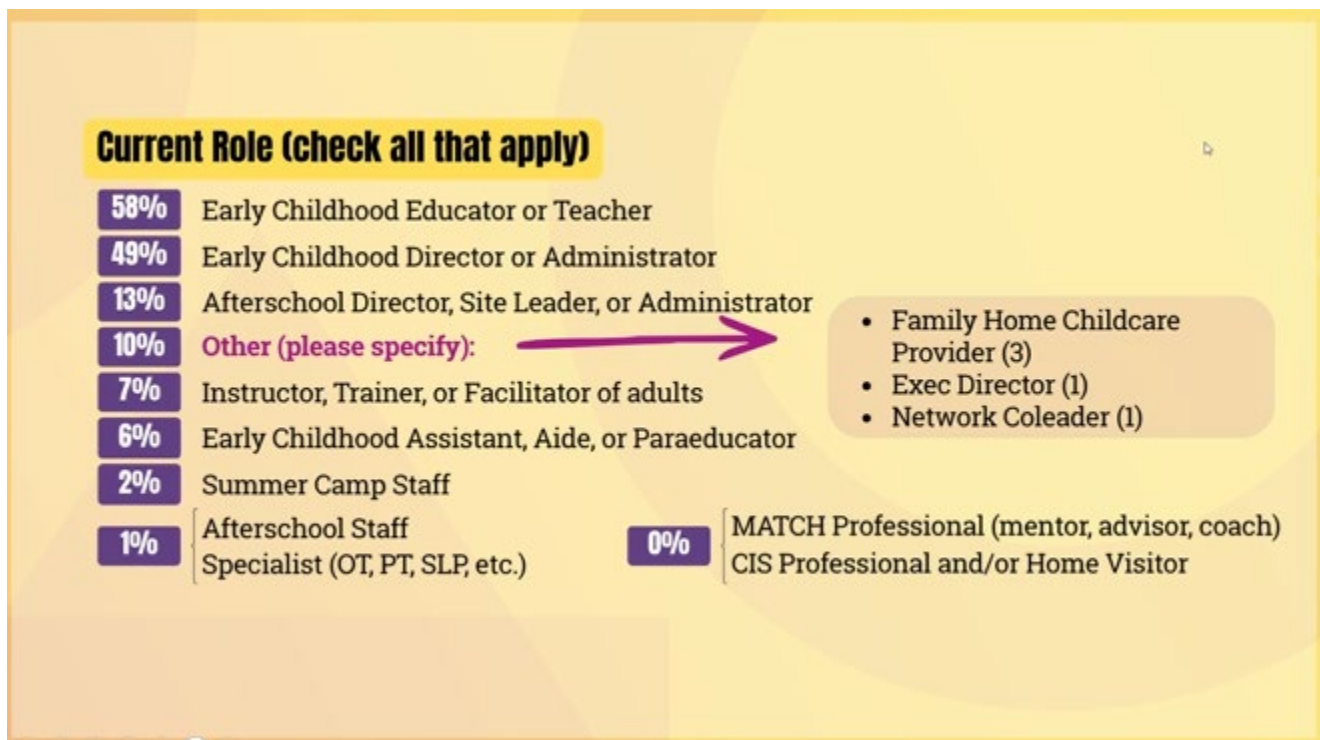
- Not seeing any sizeable one thing about how people are choosing their PD, there is a lot of variety. They are interested in what is new, what is free, what is in the calendar.

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- This is something PPD can keep an eye on going forward. How are we marketing, communication, naming our PD communities so they'll actually click on it and decide if they want to attend. Becky highlights this today because this is something PPD can dig into.

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Current Program Type (check all that apply)

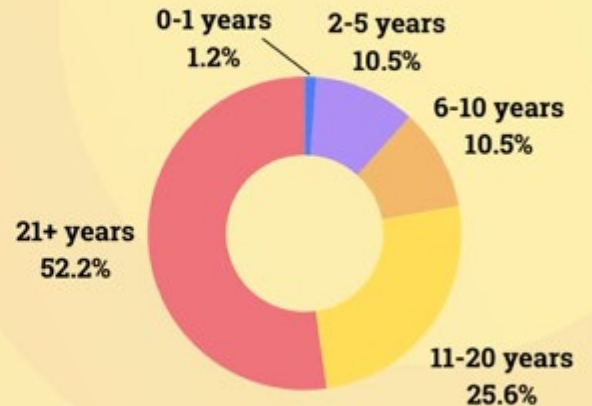
- 47% Center-based program
- 37% Family Child Care or Home-Based program
- 22% Universal Prekindergarten (UPK) program
- 13% Afterschool or Out-of-School-Time program
- 8% Summer camp program
- 7% Head Start or Early Head Start program
- Public school
- 2% Other (please specify) →
 - CDD (1)
 - CARES Team (1)
- 1% Non-Recurring Care program
- 0% I don't currently work in a child care program or a school

What age groups do you work with?

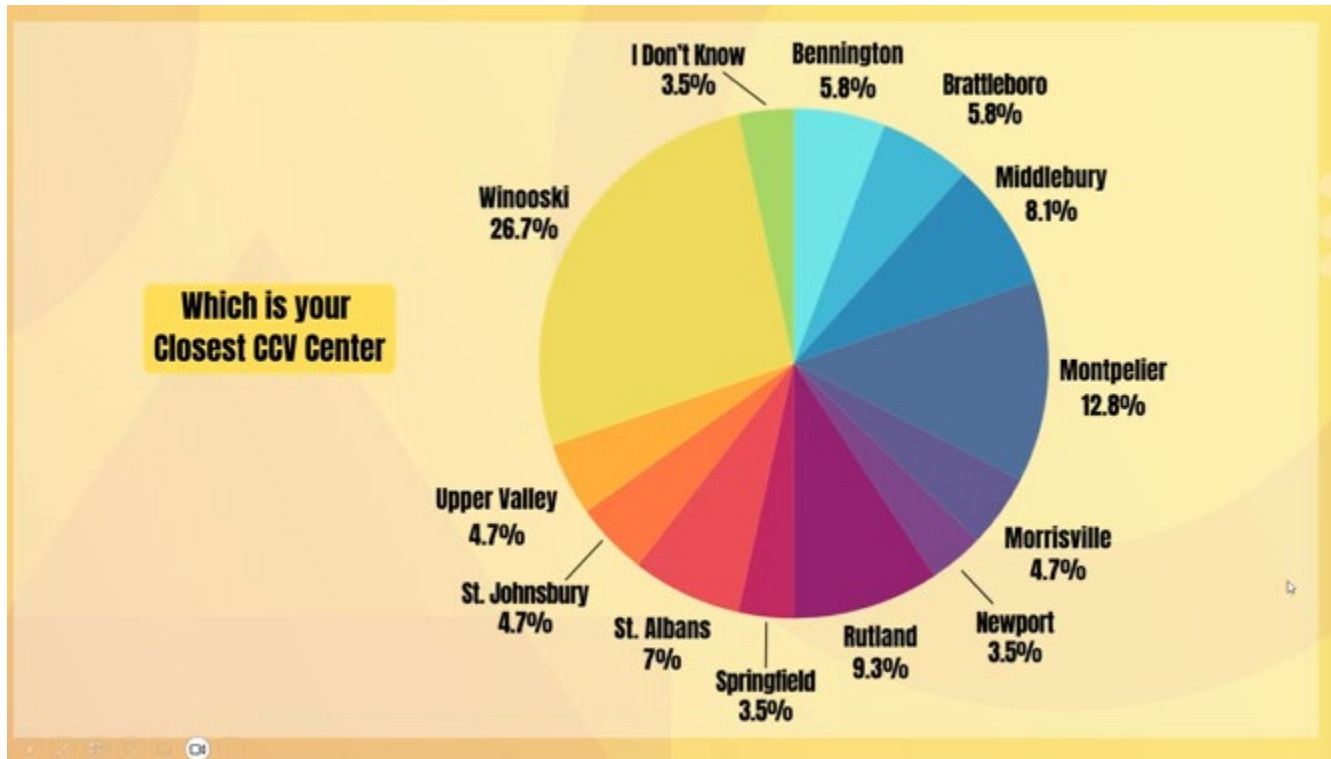
(check all that apply)

- 56% Infants
- 63% Toddlers
- 81% PreK
- 42% Kindergarten
- 38% Elementary (Grades 1-5)
- 11% Middle School (Grades 6-8)
- 4% High School (Grades 9-12)
- 11% Adults

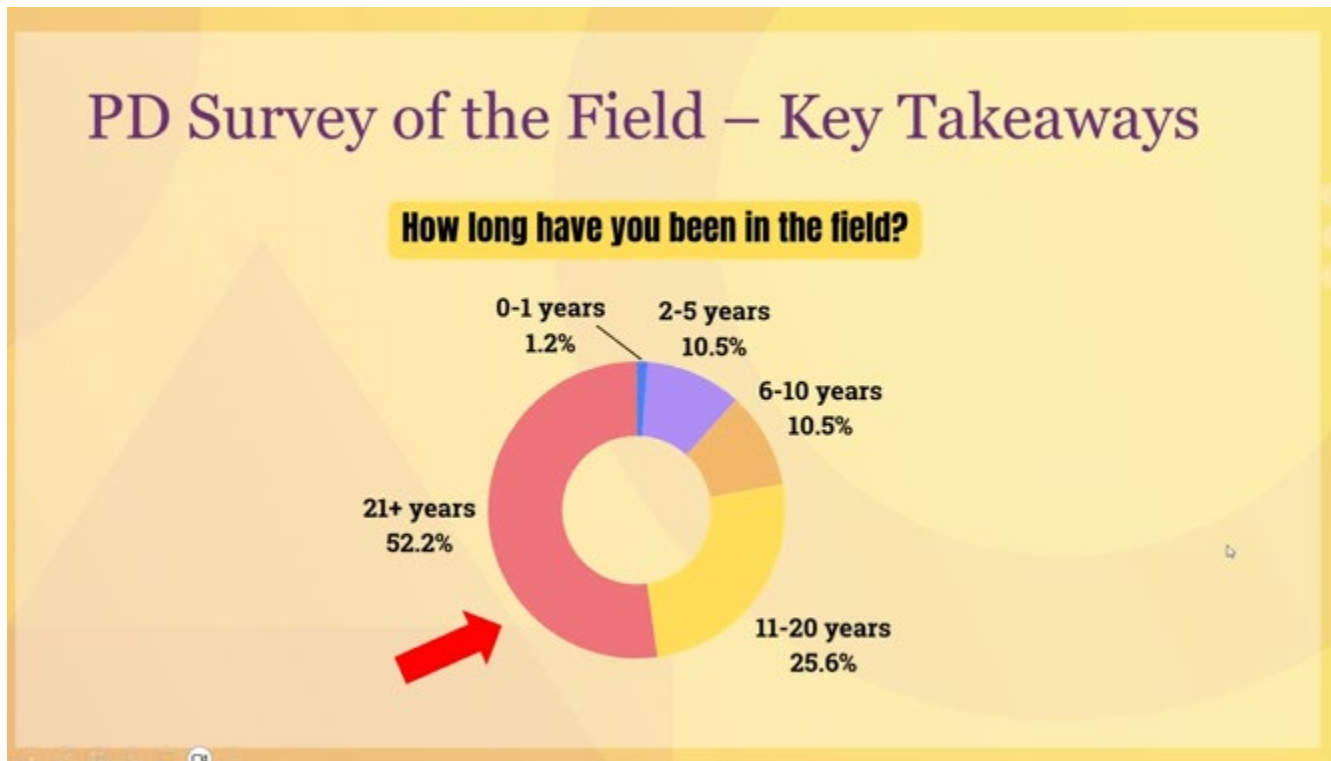
How long have you been in the field?



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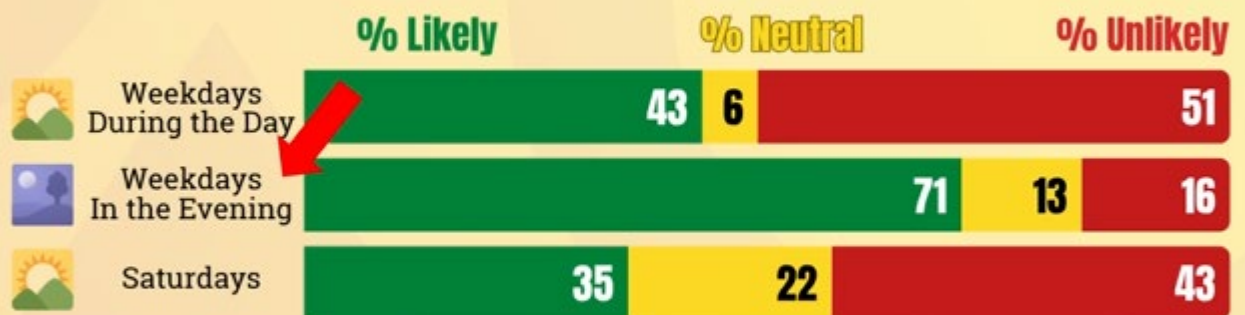


- An opportunity to think about how we can get this survey into the hands of people newer to the field

PD Survey of the Field – Key Takeaways



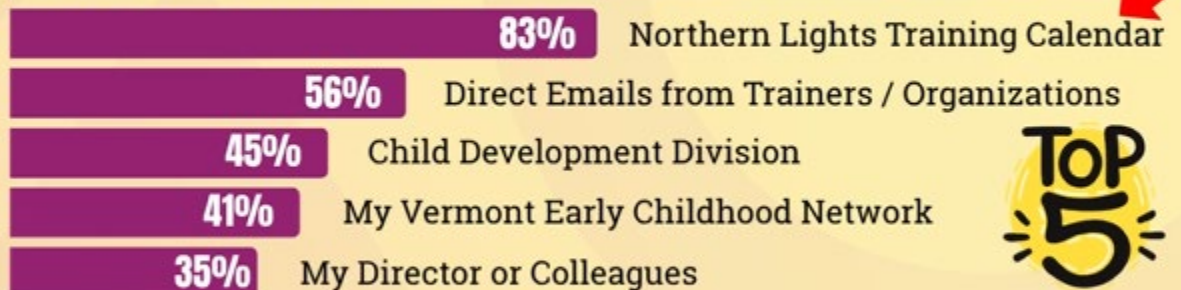
PD Survey of the Field – Key Takeaways



PD Survey of the Field – Key Takeaways

How do you find out about professional development opportunities?

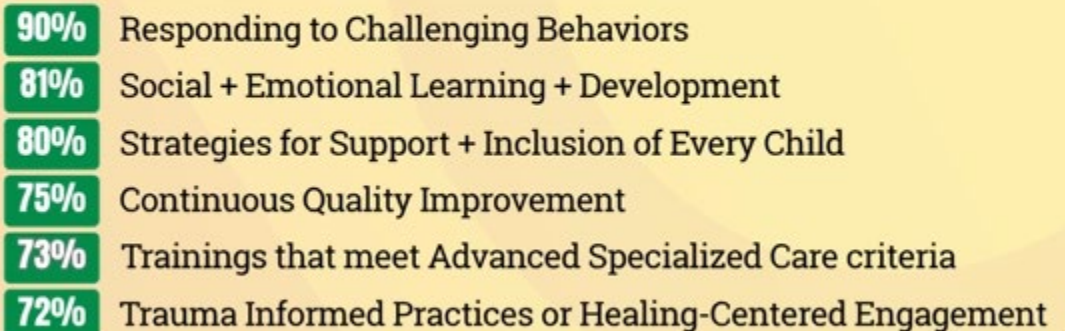
(n=86)



- We have a variety of filters on the calendar for respondents to narrow down what they are looking for

PD Survey of the Field – Key Takeaways

Top Training Topics Requested 2026



- Hearing a thread on the national level using healing-centered engagement (focusing on healing), not a new concept, it's a new framing.
- Meg Atwood- I appreciate the full day question, thanks for including it and the unlikely was higher than expected.

- Hitting the advanced level, how do we guide trainers to develop trainers on reaching the advanced practice well? Becky- this would be a really great question to dig into at a PPD meeting
- deb Grennon- increased interest in CQI is also tied to money, they get more money the higher level of STARS they are. We're finding success with director trainings attending during the day.
- John Cipora- Delighted to see literacy development interest surfacing, seeing it as a national trend.
- Beth Wallace- Noticed family child care provider identity, wondering if in the selection if there was a program owner option? Also non-reoccurring care operators, they shared their training needs are unique that they care for children in small windows, they loved trainings on environments and transitions and introductions. Wanting more training on challenging behaviors.
- Staci Otis- following up on Meg's question and very interested in digging into it further. Do we want more advanced or different ways of it being delivered us?
- Helen Mattheis- can we do comparisons from year to year? Surprised by how long people have been in the field, how can we follow what the respondents for length in the field what are their responses compared to people earlier in their career? Becky- it's a small sample size
- Bill Bonsignore- Highlight the data they got from Tapestry and EPIC, there is a lot of alignment. For their program, people had 0 interest in real time online. Either wanted it online or asynchronous. Becky- would love to see that data shared. Generational shifts in how communication, a takeaway is being nimble in trying to meet people where they are at.
- Cathy Siggins- Thinking about Meg's question--I think one key to providing advanced training is to identify a way to have pre-reqs for registration, so that folks who sign up are prepared to engage at an advanced level

III. Fall Professional Development Panel (Amelia Struthers- Northern Lights, Tricia Pawlik- Vermont Afterschool, Victoria Ward- Vermont Association for the Education of Young Children, Meg Atwood- Vermont Association for the Education of Young Children, deb Grennon- First Children's Finance)

- **Amelia Struthers- Northern Lights Curriculum Manager.** Approaching professional development in different buckets:
 - Bucket 1- Leadership. Addressing the approach to leadership in PD, addressing it with:
 - 10 month Community of Practice- Culminating Seminar, for directors who have earned their Step 1/Step 2 director credential.
 - Essentials Checklist- reflective in their practice based on competencies
 - Beyond the Book More than We Reimagined- a reflective practice for directors
 - Bucket 2- how we do we support constituents in field of ECE?
 - Family- Protective Factors trainings,
 - Teachers- Educator Wellness and Burnout
 - Children- Trainings on challenging behaviors, Neuroinclusive practices and gender inclusive practices, Equitable Observation.
 - Bucket 3- Providers- Voices of Learning, Community of Practice trainings, Evaluating Professional Development for Equity
 - Bucket 4- Required trainings- Intro to Licensing, Basic Specialized Care, Medication Administration. Intro to Licensing will be unveiling a brand new version

- Becky- we address various age groups from infant/toddler to Afterschool. Offer PD across the range of Core Knowledge Areas. Majority of training courses are online real time.
- **Tricia Pawlik- Vermont Afterschool, Senior Associate for Program Quality**, coordinates and sets up PD.
 - One of the big things coming up is annual conference Rooted in Trust. Incorporating a lot of the Flourish Lab SEL content, showcasing SEL PQA training video.
 - They serve all afterschool and teen centers, summer camps, before school programs. If you are working with school age children, VT Afterschool has something for you. Career pathways- Afterschool Essentials in the Fall and Spring, offer a number of field forums throughout the year (STEM, Failure is Part of the Adventure, play adventure, supporting youth as staff).
 - Also offer a number of micro credentials including LEAD, SEL Micro credential, Youth Voice micro credential.
 - In addition a lot of 2 hour workshops, the list is expansive and get into Youth Work and SEL methods which are tied directly to the PQA tools.
 - Offer Basic Specialized Care, Youth Mental Health First Aid, networking opportunities, summer camp kick off was new (100 in attendance and will offer it again this year). In brochure this year, they identified career pathways.
 - **Coming Up-** 4 part Community of Practice Quality series based on PQA and the two videos, based on items programs traditional score low on.
 - Offering monthly evening training dates TBD, spending time on PQA and time on STARS and encourage people to come to the training as a team.
- **Meg Atwood- Vermont Association for the Education of Young Children**



Who We Serve

- All early childhood educators
- Center-based educators, family child care home owners, directors/administrators, and others
- Opportunities for educators at all stages of their careers

What We Offer

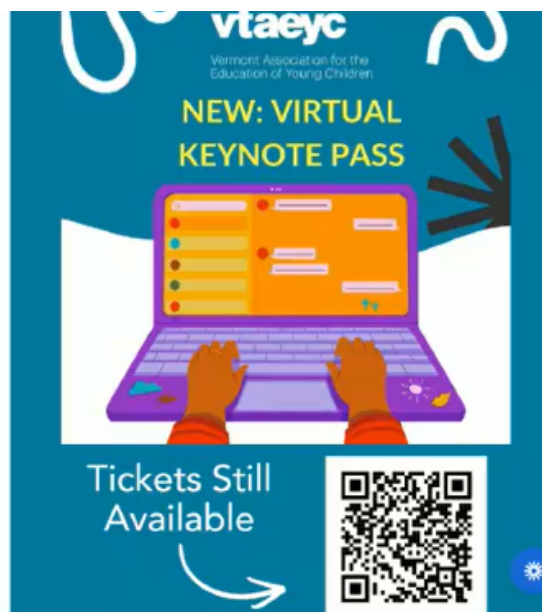
- PD across all Core Knowledge Areas and focused on continuous quality improvement
- In-person, online real-time, and asynchronous
- Regional and Statewide opportunities through the Vermont Early Childhood Networks
- Statewide opportunities such as the Hub & Spoke Series and our ECE Profession work





- **Beth Wallace- Vermont Association for the Education of Young Children**
 - Vermont Association for New Program that has been developed: Leading Ourselves: Our future as Early childhood Educators- focuses on the elements of a profession and what that means for our individual roles. Virtual options on a monthly basis, also happy to offer these for program staff in person. They have heard directors and program owners are aware of these options, but people in the field are not receiving information the same way. Working towards offering this as a hub and spoke.
 - Leading with Purpose- Pilot program this year, a year long fellowship with a cohort of 15 and exploring leadership and advocacy. Mixes in person and virtual, receive a stipend for travel. Please share link with someone who people you think would get a lot out of.
- **Meg Atwood- Vermont Association for the Education of Young Children**

- **Theme:** *Connected Minds, Connected Hearts: Where Relationships, Care, and Learning Meet*
- **Wednesday: Leadership Day**
 - Tickets still available
- **Thursday & Friday**
 - Currently sold out
- **Virtual Keynote Pass**
 - Virtual access to Thursday's opening keynote & session
 - Virtual access to Friday's closing keynote



VTAEYC Conference Coming up. Tickets are still available for Leadership Day. Piloting a virtual Keynote Pass stream of Thursday Keynote and session, and Friday's closing keynote.



Vermont Early Childhood Networks

Regional Networks

- Annual Action Plans
- Workshops, CoPs, multi-session series, and regional events

Statewide Networks

- Monthly virtual Networks for Infant & Toddler, Preschool, Family Child Care, and Directors

Coming This Year: Regional Events

- Larger in-person learning opportunities
- Fall: St. Johnsbury/Bradford/Newport, Addison County, and Southern Vermont
- Spring: Bennington/Rutland, Hartford/Washington County, and Chittenden/St. Albans/Lamoille



Fall Professional Development

Chittenden County Vermont Early Childhood Network Gathering

- September 30, 2026, 6:00–7:30 PM
- Open to current VECN members and Chittenden County early childhood educators interested in getting involved

Addison Early Childhood Summit

- November 4, 2026, 1:00–5:00 PM
- Addison County
- Open to all

Vermont Department of Health Call — Q&A for ECEs

- November 12, 1:00–2:00 PM
- Virtual

Save the Date: Making Connections Mini Conference

- November 14, 2026
- Brattleboro & Bennington



- Victoria Ward- Vermont Association for the Education of Young Children

SPARQS Professional Development



Request SPARQS
Services



Program Quality Improvement PD

STARS & the Elements of Quality

- In-person professional development focused on any of the STARS Elements of Quality
- Professional development can be offered directly to individual programs
- Training can respond to a program's identified quality improvement needs
- Opportunities for program teams to learn and grow together

Communities of Practice

- NAEYC Accreditation
- Nature Based
- STAR Level 1



CLASS Professional Development

- **Asynchronous CLASS Trainings**
 - Self-paced introductory trainings
 - Topics include CLASS Environments, educator-child interactions, and foundations of quality interactions
- **CLASS Certification Trainings**
- **CLASS Overviews and Deep Dives into Dimensions**
- **MyTeachstone Learning Resources**
- **CLASS Connect Courses**
 - Engaging Children in Learning Settings
 - Responding to Challenging Behavior
 - The Science of Reading Through Effective Interactions
 - School Readiness and Instructional Support



2-5 STAR programs have MyTeachstone subscription. 1 STAR programs just need to reach out. CLASS Connect Courses are also available on MyTeachstone. Free for programs because CDD has provided this subscription



Future Professional Development

Save the Date:

Hub & Spoke Series

- Saturday, February 6, 2027
- Saturday, April 3, 2027
- Saturday, August 28, 2027



A ton of success with this model- February is based on environments and elements training, collaborating with STARS team.

o deb Grennon- First Children's Finance



Our Mission

To grow the supply and business sustainability of excellent child care



About First Children's Finance



- Focuses on building child care supply as the only national organization dedicated exclusively to this goal
- Provides financial and business development assistance to child care businesses
- Builds partnerships to connect child care to public and private sector resources

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- First children's Finance works on 3 levels, Child Care business level, community level, and systems level

Our Work with Child Care Businesses

- Training, consultation, coaching and technical assistance
- Financial analysis and recommendations for business performance improvement
- Access to capital through our Loan Fund (CDFI) and grant programs
- Capacity-building philosophy and mindset
- Training and ongoing support to empower entrepreneurs



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- Provides hands-on, practical guidance. Access to capital, capacity building, ongoing support, equipping people for the long haul

2026 Fall Trainings complete or in progress

- Board Governance "closed training"
- Community of Practice Handbooks (continuation of "closed" group)
- Legal Basics for Business, focus on Child Care hosted for VT Law

2026 Fall Projects

- MWFK technical assistance and start up projects
- Planning for Champlain Islands Dabble Day 2027
- PDG CACFP grant group
- USDA efforts in Franklin, Orange & Lamoille will consist of two multipart training series
 - Writing a Business Plan 3 part trg)
 - Leadership & Learning Series (4 part trg). to focus on.
- For Child Care business in need of capital, there are Loan funds available in VT

©First Children's Finance

- MWFK- Make Way for Kids

2026 Fall Trainings coming up

- Start Up Boot Camp
- Licensing Panel Q & A
- Separating Your finances for your Family Child Care Home
- Community of Practice Bennington Network

- deb introduced First Children's Finance new director- Ellen Whelan-Wuest
- Becky- please reach out to any of the partners on this call with any questions or request for more information. Continuing some of these threads moving forward.
- Helen- how do we take this and spend next meeting taking time to reflect.
- Relevant Links:
 - [Vermont Afterschool Program Resources](#)
 - [VTAEYC Leading with Purpose Registration Link](#)

Next Meeting: Tuesday, October 20 10-11:30 via Teams.

[BBF PPD Committee - Northern Lights at CCV](#)