

Professional Development System Overview: Vermont



ADMINISTRATION FOR
CHILDREN & FAMILIES



National Center on Child Care Professional
Development Systems and Workforce Initiatives (PDW Center)
Jointly funded by ACF's Office of Child Care and Office of Head Start

State	Vermont	
Professional Development (PD) System	<p>Title: Vermont Northern Lights Career Development Center for Early Childhood and Afterschool Professionals</p> <p>Web site: http://northernlightscdc.org/</p>	
Infrastructure/ PD System Governance	<p>Type of Governance: Higher education and nonprofit agency under contract with a State agency Northern Lights is funded by a grant from the Child Development Division of the VT Agency of Human Services. In collaboration with the Community College of VT and the VT Child Care Industry and Careers Council, Northern Lights works with its partners to unify and enhance the PD system in VT.</p> <p>Web site: http://northernlightscdc.org/about-vnl/</p> <p>Key Contact: Nancy Sugarman, Director, nancy.sugarman@ccv.edu</p>	
Head Start (HS)/Early Head Start (EHS)	<p>State HS Collaboration Director: Benjamin Allen, ben.allen@state.vt.us</p> <p>State HS Early Childhood Manager: Sharon Adams, sadams@donahue.umassp.edu</p>	
Target Population	<ul style="list-style-type: none"> Early childhood (EC) and school-age (SA) professionals, including college students, individuals who work full time, part time, or as intermittent employees in Child Care, HS/EHS programs, public schools, and others who work directly with children or with adults as administrators, instructors, consultants, advisors, and sponsors of training 	
Early Learning Guidelines (ELGs)	<p>Ages Included in ELGs and Alignment with K–12</p> <ul style="list-style-type: none"> Learning goals for children entering K Companion to the pre-K–12 standards Includes a guide for parents 	<p>Notes</p> <p>Title: Vermont Early Learning Standards These standards provide guidance for families, teachers, and administrators on what children should know and be able to do as they enter K. VT Early Learning Standards will be expanded to cover ages birth–8 years and should be completed in 2014.</p> <p>Web site: http://dcf.vermont.gov/sites/dcf/files/pdf/cdd/care/2006-03-29-VELS_booklet.pdf</p> <p>Information on State ELGs references to dual language learners is available at http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/cultural-linguistic/center/state-guidelines/dll_guidelines.html</p>

Core Knowledge and Competencies (CKCs)	Roles	Notes
Approval Systems	Trainer/Training <ul style="list-style-type: none"> ▪ Training calendar ▪ Trainer approval 	<p>Title: Early Childhood Core Knowledge and Competencies Five core knowledge areas encompass VT's core competencies for EC and SA. The core competencies are arranged in order from entry to advanced levels.</p> <p>Web sites: Early Childhood Core Competencies: http://northernlightscdc.org/career-pathways/professional-competencies-and-standards/early-childhood-competencies/ Afterschool Core Competencies: http://northernlightscdc.org/career-pathways/professional-competencies-and-standards/core-competencies-for-afterschool-professionals/ Program Director Competencies: http://northernlightscdc.org/career-pathways/professional-competencies-and-standards/competencies-for-program-directors/ Early Childhood and Family Mental Health Competencies: http://northernlightscdc.org/career-pathways/professional-competencies-and-standards/ecfmh-competencies/</p> <p>Title: Bright Futures Information System (BFIS) Course Calendar Statewide PD opportunities are listed and updated regularly in the BFIS Course Calendar.</p> <p>Web site: http://northernlightscdc.org/training/bright-futures-information-system-bfis/</p> <p>Title: Vermont Northern Lights Career Development Center VT's Instructor Qualification System (instructor registry) is an approval process ensuring that competent instructors provide PD activities.</p> <p>Web site: http://northernlightscdc.org/instructor-registry/</p>
Workforce Registry/Data System and Career Pathways	System(s) <ul style="list-style-type: none"> ▪ Child Care Program and Professional Registry ▪ In development ▪ Career pathways (ladder/lattice) 	<p>Title: N/A BFIS collects data, tracks, and generates reports on all regulated, licensed child care programs and their staff including their PD activities, education, role, and more. BFIS also maintains PD information on individuals who work in the EC and afterschool field as consultants, mentors, trainers, home visitors, etc. BFIS includes data on program licensing status, Child Care Financial Assistance, VT's Quality Rating and Improvement System, individual grants, and financial assistance. BFIS is housed and managed by the VT Agency of Human Services, Department for Children and Families, Child Development Division.</p> <p>Web site: http://www.brightfutures.dcf.state.vt.us</p> <p>Title: Early Childhood Career Ladder Web site: http://northernlightscdc.org/career-pathways/early-childhood-pathways/</p> <p>Title: Afterschool Professional Pathways Web site: http://northernlightscdc.org/career-pathways/afterschool-pathways/</p>