

The Northern Lights Atlas

Early Childhood and Afterschool
Professional Development News

Summer October 1, 2010 NEWSLETTER

Volume 3, Number 4

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Welcome to the eighth edition of The Northern Lights Atlas!
Please pass it on (hint: cut-and-paste works too)

Press CTRL + click to follow any web or email sites here

Recent Website Updates

(live links on the left)

Always hit REFRESH  when looking at the website to see the latest version.

- **ANNOUNCEMENTS** change regularly - at the bottom of the HOME PAGE.
- **New! Fact sheets** all about Northern Lights and the various components of our professional development system. Find them all on the ABOUT US page - *and* on the top of each webpage. (making them easier to find!)
- **New! Career Ladder Fact Sheets** - one for each level! Find them in the HEADER of the Career Ladder
- **Find previous issues of The Northern Lights Atlas** newsletter on the About Us page.
- **Look for the latest news from CDD!**

Website Links

Have you saved the Northern Lights Career Development Center website to your Favorites so that you have a quick link from your computer?

Northern Lights Websites

Home page

<http://northernlightscdc.org>

About Us

<http://northernlights.vsc.edu/about.html>

Career Ladder

http://northernlights.vsc.edu/career_ladder.html

Other Important Websites

Child Development Division

<http://dcf.vermont.gov/CDD/>

STep Ahead Recognition System

STARS@mjcvt.org

"The Career Ladder is incorporated into my staff handbook, as policy."

- Carolyn Riley

Director of Red Balloon

Did You Know?

Northern Lights represented Vermont at the national planning meeting of Afterschool leaders. Vermont earned a National Award! A group of professionals from across the country met to outline a system that would enable mentoring, coaching, consultation and technical assistance for Afterschool programs. The group's work received The Quality Training Award in Cambridge, Massachusetts, this past July, and Vermont Northern Lights was there! Sue Kamp, from Vermont School Age Network also participated in the group.



Quality Training Award held by the group that received it!

BFIS Data Entry Statistics for September 2010	
Course Calendar	178 Postings
Training attendance	837 Resumes updated

Frequently Asked Questions

QUESTION: How do I see what is in my BFIS Quality & Credential Account?

ANSWER: You get a user name and password. You do this by filling out a simple form that you can find at the BFIS help desk website <https://bfishelp.ahs.state.vt.us>

In the world of BFIS, a "Credential Account" is for YOU, and a "provider" is the program you work in. So when you go to choose the account you want a password for, choose CREDENTIAL - and DON'T choose "provider". Your BFIS credential account is like a bank account, so you want to get a user name and password so you can see what is in it... and add to it.

Questions? Go to the Northern Lights webpage called: TRACKING PROFESSIONAL DEVELOPMENT

QUESTION: "So on my IPDP, do I just make up a timeline of when I will reach the goals I set?"

ANSWER: Yes! This is YOUR professional development plan. After you have thought about what skills and knowledge you already have in each knowledge area, and what areas you want to grow in, you gather ideas and decide what specific strategies you will use to reach those goals. You might reach your goal by researching information on the internet; going to observe another program; seeking out and going to a training on the topic, or interviewing someone who does what you want to do. Whatever your strategies to reach your goals, you are more likely to reach them if (a) you write them down and (b) you set a date when you will check in with yourself - how am I doing on reaching that goal? You know best when you can get it done. And... you don't have to do them all at once! And by the way, "ongoing" often leads to procrastination - try to be more specific!

Did You Know?



New STARS Coordinators Lou Ann Beninati and Johanna Vaczy met recently with Vermont's Resource Development Specialists for an orientation to the new STARS application.

If you have any questions about STARS or the application process, contact one of the new STARS coordinators at (802) 398-2037 or email STARS@mjccvt.org

Career Level Certificate Awards Booming! Between July 1, 2009 and June 30, 2010, 125 people received Northern Lights Career Ladder certificates - compared to 34 for the 12 months before then. Also this past year, the first Level IV A and B (Bachelor level) and Level V (Master level) certificates were issued, AND the first Afterschool certificates and Afterschool Professional Credentials were awarded. Why? The number of certificate applications skyrocketed starting in October 2009, after each level of the Career Ladder was aligned with a Recognition Bonus from the Child Development Division, and in January 2010, also aligned with the STep Ahead Recognition System (STARS) - staff qualifications and professional development arena. It's easy to apply - just look under the CAREER LADDER on the Northern Lights website.

First Program Director Credential - Step 3

Congratulations to Sara Driscoll, Director of Giggles Family Child Care, and to Kathleen Burroughs, Director of Kid Country Child Care and Preschool, Inc. for completing Step 3 of Vermont's Early Childhood and Afterschool Program Director Credential. They are the first two Program Directors in Vermont to complete this final step of the Credential! Both Sara and Kathleen successfully completed a Program Director Portfolio as part of their Step 3 requirements.

To learn more about the Program Director Portfolio and to view a sample of a complete portfolio, be sure to stop by the Northern Lights display table at this year's VAEYC Conference and the Afterschool Conference.

Program Directors who complete Step 3 of Vermont's Program Director Credential may be eligible for a \$500.00 Recognition Bonus from Vermont's Child Development Division



NEW Approved Instructors

Paula Beaudoin
Aricha Drury
Liz Rogers
Melissa Lindheim
Lori Pinsonneault
Karen Hausrath
Rosemary Moser
Margaret Poppe
Beverley Corrow
Crystal Salo
Cynthia Fortier
Dianne Carlino-Desroches
Dawn Powers

Program Director Credential Step 1

Kristen Jennings - Starksboro, VT

Program Director Credential Step 3

Sara Driscoll - S. Burlington, VT
Kathleen Burroughs - Montpelier, VT

News!

NEW SPONSORS

These organizations now use the BFIS Calendar and participants benefit because attendance is entered in their personal BFIS Resume.

**Windham Northeast Supervisory
Union**

**Northeast Kingdom Providers
Association (NEKPA)**

Vermont Early Educators United

Milton Family Community Center

Stepping Stones Preschool

Beverley Corrow

Elly Majonen

More...Did You Know?

Vermont's Program Director Credential Committee recently distributed a survey to all Step 1 credential recipients. The information collected will help to plan a schedule of course offerings that will best meet the needs of those working on STEP 2 and STEP 3. It will also help to provide more efficient outreach about the credential. Here are some of our findings:

- 72% of survey respondents are currently working on Step 2 of the Program Director Credential
- 52% of survey respondents prefer to take their courses online
- 48% of survey respondents are waiting to take the Legal and Financial Issues in Early Childhood and Afterschool Programs course
- 58.4 % of survey respondents have received a Child Development Division Tuition Grant or a Northern Lights Scholarship to help them access courses that support the Program Director Credential
- 68.2% of survey respondents are aware that Step 3 of the Program Director Credential includes completing the Culminating Seminar course
- 68% of survey respondents have heard about the Program Director Portfolio, but don't know much about it yet

If you are interested in sponsoring a Program Director Portfolio information session in your area, contact Northern Lights at (802) 885-8374.

"Taking courses with people in the same position (program director) is extremely valuable. If you think you're not going to learn anything new, you're crazy!"

- Carol Barbiéri, Director, Arlington Area Child Care
Program Director Credential Recipient

Northern Lights staff did 45 workshops this past year around Vermont covering the Career Ladder, creating your Individual Professional Development Plan, using Bright Futures Information System (BFIS) and more! This is an increase over last year.

Orientation to Instructing Adults

Are you interested in teaching groups of adults? Would you like to offer training to Vermont's early childhood and afterschool professionals and have it apply towards their professional development requirements? Northern Lights offers an interactive workshop that explores the principles of adult learning, learning cycle phases, effective strategies for instructing early childhood and afterschool professionals, and how adult instructors fit into Vermont's professional development system. This workshop meets the requirements for those applying to Vermont's Instructor Registry.

Coming soon to a region near you!

- 10/06 Milton, VT - for information call (802) 893-1457
- 10/14 Springfield, VT - for information call (802) 886-5242
- 10/22 Killington, VT - at the Afterschool Conference



The following certificates have been awarded since July 2010

Level I Certificate

- Karen Balch - Chester, VT
- Jennifer Bixby - Springfield, VT
- Patricia Blood - Shelburne, VT
- Nancy Bosley - North Troy, VT
- Teresa Gozza - Burlington, VT
- Victoria Harshman - Hardwick, VT
- Marika Haskell - Bellows Falls, VT
- Kristen Jennings - Starksboro, VT
- Lisa Kuhns - Wolcott, VT
- Amanda LaBranche - Morrisville, VT
- Lynn Luman - Fairfax, VT
- Margo McClure - Randolph, VT
- Jennifer Stearns - Springfield, VT
- Nahid Zareian - Essex Junction, VT

Level II Certificate

- Ashley Atwood - South Duxbury, VT
- Penny Burns - Johnson, VT
- Pamela Chani - Manchester, VT
- Tammy Charland - Newport, VT
- Ashley Correia - Essex Junction, VT
- Carol-Ann DelaBruere - North Troy, VT
- Casandra Guetti - Bennington, VT
- Bethany Hallock - Ferrisburgh, VT
- Lou Ann Hess-Clewes - Morrisville, VT
- Kayla Konya - East Thetford, VT
- Donna Leicht - Burlington, VT
- Lynn Luman - Fairfax, VT
- Patricia Lykens - Swanton, VT
- Linda Mandigo - Morrisville, VT
- Sharon Manning - South Royalton, VT
- Kristin Moodie - Morrisville, VT
- Jessica Oparowski - Williamstown, VT
- Tracy Patnoe - Morrisville, VT
- Cathryn Ste. Marie - North Troy, VT
- Sharon Tobyne - Lyndonville, VT
- Kendra Whitmore - Greensboro Bend, VT
- Erin Willette - Hardwick, VT
- Kristine Williams - Bellows Falls, VT

Level III-A Certificate

- Debbie Bashaw - Bristol, VT
- Bethany Caruso - Colchester, VT
- Jessie Cicia - Milton, VT
- Kathie Clayton - Bellows Falls, VT
- Julia Farr - Waterbury, VT
- Rachel Hunter - North Springfield, VT

Level III-B Certificate

- Heather Crowley - Milton, VT
- Casandra Guetti - Bennington, VT
- Ashlee Hernandez - Essex Junction, VT
- Christin Wingfield - Johnson, VT

Level IV-A Certificate

- Melissa Bush - Putney, VT
- Jennifer Lestage - Milton, VT
- Hollie Smith - Greensboro Bend, VT

Level IV-B Certificate

- Deanna Lawrence - Milton, VT

Level V-A Certificate

- Victoria Grahame - Guilford, VT
- Monika Turner - Georgia, VT

Level V-B Certificate

- Victoria Grahame - Guilford, VT
- Misty O'Brien - Burlington, VT
- Jillian-Marie Rapanotti - Springfield, VT

Coming Soon!

Northern Lights is looking for feedback from early childhood professionals!

In October, Northern Lights will be distributing a survey aimed at assessing the need and interest of early childhood professionals looking to achieve teacher licensure through the Vermont Department of Education Alternative Pathway-Peer Review. Your feedback will be very important in advising and guiding Northern Lights as we look to develop a state-wide model. The short survey will be distributed using survey monkey. Please be sure and reply. We need your help!

The 2nd Northern Lights Career Coaches Forum will be held on Dec 3rd at the Essex Alliance Church. Child Care Resource in Chittenden County, the Family Center in Franklin County, CCV and VSAC are co-hosting this event.

In the past year there have been significant changes in the early childhood professional development system, and also in the child care program improvement system in Vermont. At the Forum participants will promote and share expertise and resources; add to their advising tool box related to early childhood; and learn about the current changes to the system of professional development and program improvement in Vermont. Invitations to this event will be arriving next month. We hope you will join us.

Challenges for Change is the name of Vermont legislation passed in 2010. The legislation directs the Child Development Division (CDD) to plan and pilot activities related to the *Integrated Child Development Services Challenge proposal* submitted by the Agency for Human Services to the legislature in March 2010. Three strategies that impact Afterschool and Early Child Development services and systems were described in that proposal. The CDD is convening three stakeholder groups to discuss the proposals and shape recommendations to bring back to the legislature by January 15, 2011. One of those groups will specifically look at Early Childhood and Afterschool Program Consultation, Quality Improvement and Professional Development. The Child Development Division has selected individuals representing a broad range of services and organizations to work in the groups. Stay tuned for more news in January.

The National Registry Alliance Oklahoma City, September 2010



Northern Lights staff presented and learned from other states that have similar programs. Pictured: staff from programs in Maine, Connecticut, New Hampshire and New York