



Workshops offered by Northern Lights Career Development Staff as of 2011-12

Sponsors should contact Northern Lights staff to inquire about offering any of these.

Create your IPDP in 4 easy steps! (2 hours)

A clear, concise Individual Professional Development Plan (IPDP) is necessary for staff of regulated child care programs, applicants for career level certificates, credentials, STARS, and recognition bonuses. This workshop is a hands-on, IPDP-developing work session for those who need a current IPDP, want to update theirs or want to help others create one. Participants will be guided through the 4 steps of IPDP development, including self-assessment, developing goals, identifying strategies and resources, and creating realistic timelines. Program directors and supervisors will also find this workshop useful for career advising. All of the necessary tools will be provided, and you will leave with your IPDP well under way!

Charting Your Professional Development Roadmap (2 hours)

Your professional development is a journey, and there are many pathways. If your roadmap isn't clear, then this workshop is for you! Participants will learn where they are on Vermont's early childhood career ladder or afterschool pathway so that they can decide where they want to go next. Program directors will also learn how to support their staffs' professional development. Topics include: Vermont's early childhood career ladder, afterschool career pathways, career level and professional recognition bonuses, credentials, higher education options and professional development resources. Upon completing this workshop, participants will be better prepared to take the next step on their professional development journey.

Core Competencies: *What are they, Who are they for, and How can I use them?* (2 hours)

The Core Competencies for Early Childhood Professionals are an important part of Vermont's professional development system. They are multi-purpose, and can be used to create job descriptions, design interview questions, observe and evaluate staff, self-assess, develop professional development goals, create workshop objectives, and more!

This hands-on workshop will provide participants with an understanding of how the core competencies align with other components of our professional development system, and the multiple ways that they can be imbedded into our practice.

Career Coaching 101 (2 hours)

Are you an advisor, mentor or supervisor? Would you like to add to your career advising toolbox? In the past few years, there have been some significant changes to the system of early childhood professional development and program improvement in Vermont. This workshop will inform you of current and upcoming changes and initiatives so that you will be better able to advise practitioners about professional development opportunities, career pathways and resources. Participants will learn multiple strategies for using career advising tools and will analyze frequently asked questions and identify appropriate resources to answer them effectively.

A Director's Journey Has Many Paths! (2 hours)

Research consistently shows that competent directors are essential to the success of the programs they operate. But where can you find the time, resources, and incentives to become more competent in this role? Designed for both current and aspiring directors, this workshop will take a closer look at the current resources and initiatives that support the ongoing professional development of early childhood and afterschool program administrators. Special focus on the Vermont Program Director Credential – learn from those who have done it!

An Orientation to Adult Instruction (3 hours)

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? This interactive workshop will explore the principles of adult learning, learning cycle phases, workshop design, 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.



Get Connected: Using the Internet to Support Your Professional Development (2 hours – best done with access to the internet, in a computer lab or with a number of lap tops available to participants and)

Join this hands-on session where we'll use a computer to explore the online professional development tools that are at your fingertips! Together we'll visit the Northern Lights Career Development Center and Bright Futures Information System (BFIS) websites and learn how to find professional development activities on the statewide Course Calendar, track the workshops/courses you attend, use the BFIS resume, select a format for your IPDP, locate financial resources, and more!