



**Vermont Northern Lights
Career Development Center**

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The Northern Lights Atlas


Early Childhood and Afterschool
Professional Development News

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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? If so, always hit the refresh  button to see the latest version of our web pages!

Northern Lights

Contact Us

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

Home page

<http://northernlightscdc.org>

Curricula Level I, II

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

Career Ladder

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

Bright Futures Information System

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

Finding Professional Development

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

Tracking Your Professional Development

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

Sponsors of Professional Development

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

Child Development Division

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

Welcome to the sixth 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

Website Updates

Northern Lights website updates! (*live links on the left*)

- **Northern Lights main office has moved!** Nancy, Jeanie and Sylvia are now located in Montpelier at 660 Elm Street. See the CONTACT US page of our website for details.
- **Fundamentals for Early Childhood Professionals** is a Level I course offered at low cost all over the state. Look on the HOME PAGE of our website for the schedule this year.
- **NEW Career Ladder Level II curricula.** Check out what you can do to achieve a Level II certificate – and all the low cost training available to help you get there. Look at CURRICULA: LEVEL I and II
- **Northern Lights Career Ladder has been updated!** The requirements for experience have been adjusted, relevant fields named, and a Highly Qualified Paraprofessional has been added. Check out CAREER LADDER on our website – or see the last page of this newsletter!
- **NEW User-friendly information about BFIS!** This makes it much easier for providers and professional development sponsors!
 - For basic information about the Child Development Division's online data management and information system, click on BRIGHT FUTURES INFORMATION SYSTEM.
 - To learn how to find hundreds of professional development opportunities in the statewide Course Calendar, go to FINDING PROFESSIONAL DEVELOPMENT. Check out the NEW Course Calendar online tutorial here!
 - To learn more about how Northern Lights can help you keep track of your professional development, and how to use the online resume within your BFIS Quality & Credential Account, click on TRACKING YOUR PROFESSIONAL DEVELOPMENT.
 - If you are a sponsor of professional development, - to learn about advertising, verifying and helping providers keep track of their professional development, go to SPONSORS OF PROFESSIONAL DEVELOPMENT. Get easy access to professional development forms, with guidance on how to use them!
- **NEW on the CHILD DEVELOPMENT DIVISION website!** Starting Oct. 1st: more Recognition Bonuses; STARS application is easy to find; and up to date information about the changes in the child care Subsidy coming in 2010.

Frequently Asked Questions

“Who besides me, can see my BFIS Quality & Credential Account?”

Your Quality & Credential (Q & C) Account is part of the Bright Futures Information System (BFIS) online data management and information system operated by the Child Development Division. Only those who CDD gives permission to, can see your account . These include Licensors, Licensing technicians, and STARS administrators. Northern Lights staff also have access because we enter all of your professional development information into your account for you! The public—including parents or coworkers, cannot see your Q & C Account. For your security, you need a user name and password to access it.

“How can I find the right language to create professional development goals for my IPDP? I know what I want to say, but I don’t know how to write it!”

Use the Competencies as a resource! Competencies describe what you need to know and do, to provide high quality care and education to children and their families. Competencies can also be used as a self-assessment tool. Vermont has Core Competencies for Early Childhood Professionals, Core Competencies for Afterschool Professionals, Competencies for Program Directors of Early Childhood and Afterschool Programs, and Early Childhood and Family Mental Health Competencies. These documents are available on the Northern Lights Career Development Center website.

ALSO-Check out the NEW Career Ladder (pg 5)

Did You Know?

There are 6 things needed to verify your attendance.

Certificates of attendance and other documentation of training you’ve attended MUST contain certain information for Northern Lights to verify and enter it your BFIS Quality & Credential Account. The 6 things that must be included are: 1) Title of training, 2) Brief description, 3) Date/ hours, 4) Signature of the instructor or sponsor, 5) Agency or sponsor logo or letterhead and 6) your name!

Are you sending transcripts to Northern Lights to verify completed coursework? We can now scan your transcripts into your BFIS Quality & Credential Account. Your transcripts will be available for viewing by BFIS administrators and can provide verification for licensing, credentialing, quality enhancement and STARS applications.

A personal tour of the BFIS online Course Calendar.

Now on our website! It’s a tutorial with animation, and both written and verbal directions to use at your own pace, and discover how to search the course calendar. Check it out at “Finding Professional Development” on the Northern Lights website. (other tutorials coming soon!)-

Northern Lights will be at the VAEYC and School Age conferences!

VT AEYC conference at Killington Grand: October 22-24; School Age Conference at Burlington Sheraton, October 23rd. Northern Lights staff will be presenting a workshop at this year’s VAEYC conference (T5: “Planning Your Professional Growth”). We will also be available for individual assistance with developing your Individual Professional Development Plan (IPDP). Visit the Northern Lights display table to schedule some 1:1 time with us, collect resources and ask your questions!

You can get college credit for CDA through Course Challenge!

If you are enrolled in a degree or credential program, you can apply to the VT State College - Office of External Programs to receive college credit for what you have learned. For less than \$200 you can ask to receive college credit for a CCV course, such as *Introduction to Early Childhood Education*, if you can demonstrate to the evaluator that you have already met the course objectives. Contact their office to learn more. (PH: 802-828-4064) website: www.ccv.edu/apl

Level II coursework is now available everywhere!

Starting this fall, Resource Development Specialists all over the state are offering some of the 7 new training modules that help you gain a Level II certificate (including CDA certificate). These multi-session, low cost professional development opportunities include the requirements you will need to meet to earn a Child Development Associate Credential (CDA) or alternatively, the Level II portfolio. Completing either of these will help you earn a Level II certificate - and likely a bonus from CDD!

More... Frequently Asked Questions

"Can I get a Level II certificate without a Level I certificate?"

YES! If you have a CDA credential, or complete the new Northern Lights Level II portfolio review process, you can get a Northern Lights Level II certificate. All certificates also require applicants to submit a current Individual Professional Development Plan (IPDP).

News!

New sponsors since July 2009

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

- Child Welfare Training Partnership (UVM)
- Children's Early Learning Space
- Foundations for Early Learning

"I just realized that there is a common link between Course Calendar, the Core Competencies, and the Documentation of Professional Development Form. They all use the same five Core Knowledge Areas!"
- Quote from a Child Care Apprentice

Three of the cool members of the Northern Lights team, Jeanie, Nancy and Sylvia, outside their new office at 660 Elm Street in Montpelier.



Check out the NEW Career Ladder (pg 5)

And more... Did You Know?

More Bonuses to Recognize YOU! Starting October 1, 2009, the Child Development Division (CDD) will begin issuing Professional Recognition Bonuses to those who have recently earned the Northern Lights Career Ladder Level I, II, III, IV or V certificates and meet the criteria set by the CDD. Career Ladder applications are reviewed by Northern Lights and then passed to CDD for processing the bonus, where applicable. There will also be a "grandmother" time period to transition in those who have earned certificates before Oct. 1 but not received a bonus. See the Northern Lights or Child Development Division websites for the full announcement.

Benefits for being a Master level Instructor in the Instructor Registry. Northern Lights Career Development Center with VT Child Care Industries and Careers Council offered 5 scholarships to Master level instructors in the Instructor Registry, to support their taking the CCV course: *Introduction to Teaching Online.*

Two NEW certificates available! Many applicants have applied for the NEW Afterschool Foundation certificate and the Afterschool Professional Credential - see CONGRATULATIONS in this newsletter for those awarded.

Coming Soon!

One to one Support Workgroup: This October a new committee will start meeting to design how to enhance professional development using one to one support - such as coaching, mentoring or consulting. The goal is to provide better coordination and more consistent access for people and programs in early childhood and afterschool settings. Also, we want those who provide this support to be well trained and supported. If you are interested in joining it, contact Northern Lights Career Development Center.

NEW! STARS rules and Early Childhood Licensing

Regulations: New Early Childhood Licensed program regulations will go out for public comment in mid-November. Look on the CDD website for information about how you can give your opinion on the rules by email or at ITV sessions. New STARS program quality regulations will go into effect on January 3, 2010 - with a 2 year "grandmother" clause during the transition. Both of these will have alignment with Northern Lights Career Ladder levels in the staff qualifications sections.

"Last spring I decided to take one or two of the Fundamental's classes, never intending to take the whole series. Once in the classroom, I realized that I knew a lot... and yet I knew nothing... Not only was I able to "re-start" my brain, I became part of a wonderful network of other providers that wish to improve the same way that I do. No longer am I only interested in the six hours necessary to keep my registration active..."

- Part of the IPDP of a provider in the Northeast Kingdom



The following certificates were awarded between July and September 2009

Level I Certificate

Amy Enos - South Burlington, VT
Cathryn Ste. Marie - North Troy, VT
Stephanie Winborn - Bristol, VT

Level II Certificate

Gail LeBlanc - Hardwick, VT
Felicia Knapp - Wallingford, VT
Donna Ferris - Braintree, VT
Nicole White - Bradford, VT
Meri Saladino - Bradford, VT

Level IIIB Certificate

Jessica Williams - St. Albans, VT

Afterschool Foundation Certificate

Pamela Carr - Lyndonville, VT
Brenda Brigham - Montpelier, VT

Program Director Credential Step 1

Sara Driscoll - S. Burlington, VT
Amanda Kavanaugh - S. Burlington, VT
Darlene Lockwood - Shaftsbury, VT
Jessie Cicia - Grand Isle, VT
Stephanie Winborn - Bristol, VT
Amy Dalpe - Irasburg, VT
Paula Nadeau - Waterbury, VT

Program Director Credential Step 2

Susan Pare - Starksboro, VT
Heather Newell - Williamsville, VT
Sara Driscoll - S. Burlington, VT
Susan Mascola - Randolph, VT
Peggy Hanson - Arlington, VT

Instructor Registry

Linda Darrow
Darlene Lockwood
Donna Pomeroy
Melinda Schmalz
Mitzi Ann Johnson
Leah Bratton
Dawn Powers
Daryl Houk
Gladys Collins

More Congratulations!

The VT Child Care Industry and Careers Council is pleased to announce the successful completion of all requirements for the trade of Child Care Development Specialist for the following individuals:

- Ashley Bailey - Greensboro Early Learning Center
- Paula Villemaire - Charlotte Children's Center
- Laura Miller - Cambridge Elementary School
- Megan Cloutier - Children's Early Learning Space
- Jackie Deering - Mary Johnson Children's Center

On-the Job (OJT) Trainees for the trade of Child Care Worker

- Wendy Burkewitz - Irasburg Village Schools

Welcome and Farewell

Welcome to Reeva Murphy, the new Deputy Commissioner at the Child Development Division. Most recently Reeva was the State Technical Assistance Specialist in Region I for the National Child Care Information and Technical Assistance Center (NCCIC), and before that she worked at the Rhode Island Department of Human Services developing and supporting quality child care.

Farewell to Janice Stockman who many of you know through Head Start, Infant Toddler Grants, Collaborative Professional Development Grants, the Professional Preparation and Development Committee and much more. She has changed jobs! She is now the new early childhood coordinator at Windsor Southeast Supervisory Union.

The early childhood community has experienced a great loss. Many of you have heard of the recent death of Kathy "Chuck" Bayles. Chuck was an outstanding person and dedicated professional and will be greatly missed. Chuck also worked closely with the CDD and with her partner, Deb Curtis of Learning Partners, Inc., to administer STARS.

The Child Development Division has distributed the following STARS information that may be of interest to you:

1. All applications should still be sent to the Elm St. address on the STARS application forms. Complete applications will continue to be honored for entry in the BFIS payment system beginning the first pay period of the month following the receipt of the complete application.
2. STARS renewals should still be submitted in a timely fashion. While the pace of processing may temporarily be a bit slower, the STARS enhanced payments through BFIS for child care services will continue during the period of review.
3. STARS information and easily downloadable applications are now available on the CDD website. I encourage you to visit it.
4. The CDD will continue to provide updates on STARS.

➡ **Check out the NEW Career Ladder (pg 5)** ➡

Northern Lights Career Development Center: Career Ladder and alignment with the Professional Recognition Bonus (Oct. 1, 2009) and STARS (January 2010)

| | Level I | LEVEL II | LEVEL IIIA | LEVEL IIIB | Level IV (A & B) | Level V (A & B) |
|---|---|---|---|--|--|--|
| Northern Lights Career Ladder Levels¹ Education + Experience working with young children in groups | <i>Fundamentals for Early Childhood Professionals</i> course or Northern Lights approved equivalent | CDA credential or Northern Lights approved equivalent | Completed apprentice or Highly Qualified paraprofessional or CCV child care certificate | Associates degree in early childhood or related field ² | Bachelor degree in early childhood or related field ² A) without and B) with DOE teacher licensure | Master degree in early childhood or related field ² A) without and B) with DOE teacher licensure |
| | 1 year experience | 2 years experience | 2 years experience | 2 years experience | 2 years experience (can include student teaching) | |
| Professional Recognition Bonus from CDD | \$100 | \$500 initial \$150 for first CDA renewal | \$750 | \$1000 | \$1200 plus + \$500 for initial DOE teacher licensure | |
| STARS- staff qualifications arena³ | 1 point | 6 points | 9 points | 12 points | 16 points 20 points with initial DOE licensure | 25 points |

Points and recognition for other credentials

Program Director Credential – step 3 : STARS - 12 points in the Educational Attainment portion of Teaching Staff Qualifications; \$500

Professional Recognition Bonus

Afterschool Professional Credential: STARS – 6 points in the Educational Attainment part of Teaching Staff Qualifications; Professional

Recognition Bonus pending

¹ A current Individual Professional Development Plan is part of the application for each level of the Career Ladder

² Related fields may include: child development, human development, education (including special education), child and family studies

³ This refers to “Educational Attainment” points, which is one of three parts in the Teaching Staff Qualifications and Annual Professional Development Arena; total points of all staff are converted to a single program STARS points for this arena