

# VERMONT ASSOCIATION FOR THE EDUCATION OF YOUNG CHILDREN

## STATE AFFILIATE ANNUAL REPORT To our Membership and NAEYC

**Affiliate ID 141**

**Date: August 30, 2012**

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**Affiliate role: Executive Director**

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**Reporting period: June 1, 2011-May 31, 2012**

### **Mission:**

The Vermont Association for the Education of Young Children (VAEYC) will improve the education and care of young children in Vermont.

### **Vision:**

The Vermont Association for Young Children (VAEYC) will enhance professional development for early care and education providers and advocate for young children (birth through eight years) and their families.

### **Values:**

- Improve the education and status of early childhood practitioners
  - Improve the standards of practice
- Increase public awareness of and support for children and their families and the issues that affect them.

## I. Current Strategic Goals/Plans:

### GOVERNANCE

#### GOALS:

##### A high-Functioning, effective Board of Directors by:

1. Recruiting a diverse and inclusive governing board representing VT geographically, professional roles, ages and stages of teaching.
2. Developing and Implementing effective orientation and board training practices related to the assessed needs of the current board
3. Continuing to develop and improve upon the TEAM VAEYC structure

#### ACTIONS:

- Use NAEYC more as a resource: National/other state affiliates. Next step: MRG to coordinate a "board training" on all of the online resources available to us as an affiliate via National.

### FINANCE/FUND DEVELOPMENT

#### GOALS:

##### Improved Financial and business practices by:

1. aligning with and meeting NAEYC roles and functions and annual report requirements
- 2.. Identify and access additional/alternative revenue sources to support our mission/vision

#### ACTIONS:

- Seek a sponsor for the Member annual meeting breakfast.

### QUALITY

#### GOALS:

##### Increase the quality of the ECE system (programs and individuals) by:

1. Lead, coordinate and facilitate ECE program quality improvement
2. Lead, coordinate and facilitate quality, affordable, accessible professional development opportunities aligned to a variety of job roles

#### ACTIONS:

- Explore Video-casting parts of the conference (keynote, featured sessions).
- Host a Leadership Summit. Either a separate event or specifically target Thursday of the conference as a Leadership day (could pilot in 2013). Also, NE REGIONAL conference is of interest.
- Reaching out to Regional Resource Development Specialists to sponsor joint trainings.
- VT Quality Project (evolves from Accreditation Project). MRG is guiding this evolution with huge support of Sonja and others.
- Create a dialogue day to link play to the common core.

### COMMUNICATIONS

#### GOALS:

##### Increase member retention by:

1. Articulate/disseminate the value of membership to current and potential members, aligned with their various roles
2. Develop mechanisms for membership to contribute to and participate in VAEYC decision-making and representation opportunities
3. Continue to fully utilize technology as a vehicle for effective, efficient and economical dissemination of organizational information to VAEYC membership

#### ACTIONS:

- Members events like a network session at the September board meeting in Manchester utilizing intentional partnerships in that town including a "deal for members" (IE host it at a book store willing to offer 20% off discount during that time).

- Publicize membership benefits. Create an intentional plan to use our social media and econnections to share with members "little known" or "little understood" membership benefits.
- Mural with years of membership at conference. Add up total combined years and announce

## MEMBERSHIP

### GOALS:

#### Increase member retention by:

1. providing relevant programs and services based on various professional roles and needs
2. Engaging our members in our advocacy efforts

### ACTIONS:

- Pay it forward award. Sandra is point person and an ad-hoc group will design this and implement at the 2012 Fall Conference.
- Spreading our mission to the far ends of the state by hosting forums for "hot topics".
- Reaching out to FCC: personally invite
- Develop "Good ECH seal of approval" program for businesses
- Ensure there is advocacy to employers re how quality ECH benefits them (productivity, attracting quality employees, etc)

## II. Accomplishments or Highlights

### a. VAEYC FY12 Membership Report

#### 1. Trends in membership:

- VAEYC's membership has been holding steady around 500 since a sharp increase from 2005 to 2006. Membership is up 7% since October, 2011. 71% of our members are "regular" members; 23% are comprehensive members; and 6% are student members.

Year	VAEYC Membership
2004	361
2005	393
2006	498
2007	506
2008	472
2009	522
2010	526
2011	474
2012	509

#### 2. Demographics of membership (50% of members reporting):

- Half of our membership has a degree in the field of Early Childhood, and most of our current members have a degree.

- Three quarters of our membership are center Teachers and Directors with over half of our members as “Teachers”; 12% are Family Childcare providers; the other 15% are ECE Trainers/Administrators of organizations, etc.
- The majority of VAEYC membership works with Infants/Toddlers and/or Preschool/Pre-K children (even amount). In descending order the other areas are: Kindergarteners, Families, Primary/school-age, other adults, College students, Middle/secondary.

### 3. Membership/Outreach and Engagement Highlights:

- eConnections VAEYC quarterly newsletter sent to all members
- Highlight new and renewing members in each edition of eConnections
- Began VAEYC Facebook page as a social media connection with members
- Discount on registration at the VAEYC annual fall conference
- Member “recognition” ribbons on name tags at fall conference
- “Our VAEYC” bookmarks highlighting the value of membership in VAEYC created and distributed at fall conference
- New “Aspiring Early Childhood Professional” award presented to a Head Start teacher at the fall conference
- VAEYC/Champlain College sponsored 3<sup>rd</sup> Annual Spring Speaker event at Champlain College in May featuring Joan Almon presenting *The Crisis in Early Education* and *The Crisis in the Kindergarten*
- In representing VAEYC members in the Vermont Child Care Licensing Regulations revision process, VAEYC Executive Director solicited member input and feedback to share with the project work group

## b. VAEYC Public Policy FY12 Annual Report

### Vermont Wrap Up

At the close of the 2012 legislative session on Saturday, May 5<sup>th</sup> :

- **\$116,000 in the FY13 (July 1, 2012-June 30, 2013) budget for 2 more child care licensors,** plus 2 additional licensors (for a total of 4 new licensors) being funded for two years by the Turrell Fund, with the understanding that the state will pick up the cost of these two licensors at the end of the two-year period. Adding four new licensors to the Child Development Division’s child care licensing staff will make a big difference in terms of ensuring that Vermont’s regulated early care and education programs are meeting minimum quality standards.
- **\$100,000 from the Workforce Education Training Fund earmarked for professional development of the early childhood and afterschool workforce.** These funds will be a shot in the arm to Vermont’s under-resourced professional development system. They will help to expand and strengthen an infrastructure that is critical to improving the quality of early care and education in Vermont. The Kids Are Priority One Coalition recommended that \$100,000 from Vermont’s Workforce Education Training Fund be set aside *annually* to expand professional development opportunities for the early childhood and afterschool workforce. The Senate Education Committee inserted this request into S.218. The bill passed the committee and was sent to the Senate Appropriations Committee. There it passed as a *one-time* allocation from Fiscal Year 2012 Workforce Education and Training Fund. While a one-time allocation, it will still be a substantial infusion of funds into Vermont’s professional development system. Because these are FY12 funds, this allocation does not show up in FY13 budget, but the budget bill does give the Department of Labor the authority to carry forward the funds. The Child Development Division (CDD) will submit one application for these funds to the Vermont Department of Labor, which manages the Workforce Education Training Fund. CDD is currently working on this application, which must be submitted soon as these are FY12 dollars.
- **A directive to Building Bright Futures to** develop initial recommendations by January 15, 2013, **for a long-term financial sustainability plan** for funding a comprehensive system of early childhood services. This directive to Building Bright Futures presents us all with an exciting

opportunity. It provides a legislatively-established vehicle for advancing the discussion about where to go from here in terms of ensuring greater access across the state to affordable, high-quality early education for Vermont's young children

- **Strengthening Families Grants:** a \$200,000 one-time allocation for FY12 (ending June 30, 2012) for eligible Strengthening Families grantees (grantees have already applied for these funds, and the funds have been disbursed by the Child Development Division); Language in the FY13 budget directing the Department for Children and Families (DCF) to set aside up to one-half of one percent from the Child Care Financial Assistance (subsidy) program to assist programs experiencing financial hardship. Disbursement of these funds for this purpose is left to the discretion of the DCF Commissioner.

### **National Wrap Up**

**BUDGET SUPER-Committee:** On August 2, 2011 part of the deficit reduction/debt limit deal was left to a "super committee" of 12 members of Congress, appointed by the House and Senate Republican and Democratic leadership. This Super Committee of 12 was charged with proposing how to make another \$1.2 trillion to \$1.5 trillion in deficit reduction over the next 10 years. The super committee members include: Senate Members: Murray (co-chair) – (D-WA), Kerry (D-MA), Baucus (D-MT), Kyl (R-AZ), Portman (R-OH), Toomey (R-PA); House Members: Hensarling (co-chair) – (R-TX), Upton (R-MI), Camp (R-MI), Becerra (D-CA), Clyburn (D-SC), Van Hollen (D-MD). On November 23, 2011, the Super Committee failed to reach consensus. Under the Act, if a decision could not be reached, an automatic trigger of cuts would take effect starting January 2013: \$600 billion in military spending cuts and \$600 billion in other domestic discretionary spending cuts (such as Head Start, Title I, IDEA, WIC). The lack of consensus centered on the extent that members disagreed on dealing with deficit reduction by raising revenue (one proposal would have further reduced revenues from the top income earners) and the degree of changes to Medicaid, Medicare and Social Security. The automatic cuts (sequestration) do not start until January 2013. The good news is that some mandatory funded programs such as SNAP/Food Stamps, TANF, Social Security, Medicaid and the mandatory funded portion of child care are not subject to the automatic cuts. One strategy is to find ways to reduce the deficit between now and then that would allow less draconian cuts that could seriously impact children's early education, health and nutrition. Congress passed another Continuing Resolution to keep the federal funds flowing through December 16th for the fiscal year 2012 spending cycle.

**Part C final regulations released:** In September of 2011, the U.S. Department of Education released the final regulations for the early intervention program under Part C of the Individuals with Disabilities Education Act (IDEA). Part C is a \$436 million federal grant program to states that funds services for infants and toddlers through age 2 with developmental delays or who have diagnosed physical or mental conditions with high probabilities of resulting in developmental delays. The new regulations give states greater flexibility in some areas and also focus on measuring and improving outcomes for the 350,000 infants and toddlers served by services funded through Part C.

**Race to the Top Early Learning Challenge Grants:** In December of 2011, the Administration announced the nine states that were awarded a Race To The Top - Early Learning Challenge grant. This new initiative to help build high quality, integrated systems for children from birth to age five reflects many of the innovations in states, such as quality rating and improvement systems, comprehensive early learning standards, professional development systems, data systems, collaboration with health and family support programs, and kindergarten readiness/entry assessments. The investment in the Early Learning Challenge Fund, together with increased investments in child care, Head Start and Early Head Start, and early intervention, will boost the federal-state partnership to meet the goals of a high quality system for young children in all settings and a stronger collaboration and coordination to extend children's progress through the early grades of school. The states receiving grants include: California, Delaware, Maryland, Massachusetts, Minnesota, North Carolina, Ohio, Rhode Island and Washington State. In April, The U.S. Department of Education and U.S. Department of Health and Human Services

announced that \$133 million from the 2012 Race to the Top fund will be made available for a second round of the Early Learning Challenge to help states strengthen their early childhood education systems. Of the \$550 million appropriated for fiscal year 2012 (the current year), there will be \$133 million available for states in the first round who had high scores — Colorado, Illinois, New Mexico, Oregon, and Wisconsin. These states may apply for a portion of those funds and they will be eligible to apply for up to 50 percent of the potential amount that they were eligible to receive last year. The remaining portion of the overall \$550 million fund appropriated for Race to the Top in fiscal year 2012 will be used to run a new district-level Race to the Top competition.

**The President released his budget request for fiscal year 2013** (October 1, 2012 through September 30, 2013). In a tough budget environment with a focus on reducing the deficit, the President’s budget emphasizes the need for additional investments in early childhood and other education programs. The Administration’s request in the area of education shows a strong focus on competitive grants and system quality in each area of the early childhood through higher education continuum.

Highlights of the President’s budget request:

- Child Care & Development Block Grant – A total increase of \$825 million over current funding levels; \$500 million of which would be in the mandatory side and \$325 million of which would be in the discretionary side. Of the \$325 million, \$300 million is designated for quality improvements in addition to the quality set aside in the base grant program.
- Head Start/Early Head Start – \$85 million increase, of which \$40 million (over two years) is devoted to transition needs related to re-competition and \$45 million of which is for cost of living adjustments.
- Race to the Top/Early Learning Challenge Fund – An undefined “portion” of the \$850 million proposed for Race to the Top (an increase of \$301 million over the 2012 level) would be designated for the Early Learning Challenge Fund.
- Title I – Same as last year’s appropriation level.
- Literacy – The budget establishes a new \$186.9 million “Effective Teacher and Learning: Literacy” competitive grant program to help states strengthen their literacy programs. The former “Striving Readers” and Ready To Learn TV programs would be dissolved and their funds would be used for this program. There is no indication of how much would be used for early childhood.
- Investing in Innovation – \$150 million.
- IDEA Part C – \$462.7 million, an increase of \$20 million over the 2012 level.
- IDEA Section 619 Preschool – Frozen at last year’s appropriated level.
- Part B state grants – Frozen at last year’s appropriated level.
- 21st Century Community Learning Centers after school – Same as last year’s appropriated level.
- Promise Neighborhoods – \$100 million, an increase of \$40.1 million over 2012.
- CAMPIS – Frozen at last year’s appropriation level of \$16 million.
- Military Child Care/Youth programs – \$100 million increase.
- Child and dependent care tax credit – The proposal would expand the tax credit that can be used to help cover part of a family’s child care expenses. Families who earn up to \$75,000 would be eligible for a tax credit of 35% of qualified child care expenses (up to \$3,000 for one child; \$6,000 for two or more children). Families who earn between \$15,000 and \$103,000 would see an increase in their tax credit

The U.S. House of Representatives voted to adopt the budget plan – known by the name of the House Budget Chairman, Paul Ryan of Wisconsin – that further reduces discretionary spending by

\$19 billion less than the agreement made by Congress and the Administration last summer. The Ryan budget also would overhaul the tax code, with a reduction in revenues paid by cuts to programs. The budget resolution includes instructions to House appropriations committees to find an additional \$261 billion in savings. NAEYC opposed the Ryan budget, calling it “a dangerous, short-sighted roadmap to deficit reduction, based on reducing tax obligations for wealthier taxpayers and making significant cuts to spending for critical programs that serve children and their families, including child care and Head Start, as well as other important needs such as Food Stamps.” It is unlikely that the Senate will use the Ryan plan and more likely that they will produce a budget plan that honors the spending limits agreed to in the August 2011 budget/debt deal. In past years, it has become more common for the two bodies of Congress to not agree on a Budget Resolution. Because the President is not required to sign or veto a Budget Resolution, Congress can continue to move on appropriations bills for program-by-program spending and could advance legislation to modify the tax code, including letting the current tax cuts expire at the end of 2012 as now slated.

**Rebuild America Act:** Senator Harkin (IA), chairman of the Senate Committee on Health, Education, Labor and Pensions, introduced the “Rebuild America Act” (S. 2252), which includes a range of strategies to help struggling middle-class families and includes expanded access for families (under 200% of poverty) to high-quality, affordable child care. It would add a new section in CCDBG (not replacing the current CCDBG requirements or funds) to be known as CCDBG Plus. This would be a separate set of five-year grants to states to create more high-quality child care options for families and to strengthen the quality of care through grants and contracts. A portion of the funds must be used to enhance the skills, knowledge, credentials, and compensation of the child care workforce – including ways that support career advancement through career ladders and other activities to enhance child care quality and support child care providers, including family child care providers, in meeting the program’s standards. Grants and contracts would be used for programs that meet high standards of quality: program accreditation, high levels of a state’s QRIS, or Head Start standards. Two-thirds of these funds are targeted for infants and toddlers (an area of greatest need for high-quality, affordable care), and one-third for children under the age of 13. In addition to CCDBG Plus, Rebuild America legislation would authorize funding for the repair, renovation, and modernization of educational facilities, including early learning facilities

### **c. VAEYC FY12 Organizational Development:**

The way we have focused on following our mission is not through direct service with children or families, but to support our members in their work with children and families. This report is based on three aspects of our organization that support members; professional development, networking, and advocacy.

**Professional Development and Partnership efforts:** VAEYC is most visible to members through Professional Development offerings. The professional development opportunities VAEYC provided for members this year have been the conference, spring speaker and the accreditation project. These are our typical offerings and have not changed since last year’s annual report.

One of the new initiatives we are working on this year is a new quality project based on the model formerly proposed and rejected by the Vermont Child Care Providers Association. The new project is an expansion with accredited center based programs, STARS (Vermont’s QRIS system), and professional development. The new collaborative partner is the Vermont Birth to Three Project, and there is also interest in the project again from the Vermont Child Care Providers Association.

**Networking:** Many opportunities to network and engage members with each other and with the board were offered this year. Team VAEYC continues to be an excellent vehicle for engaging members with the organization and with each other. This year we explored a shared services website that would connect and engage members with each other on a cyber level. There is a real interest with three funders. The concern is sustainability and there are also questions around quality of content. Another cyber strategy used for engaging members more are polls on the

website that members can respond to with a simple click. The organization has positioned itself to be more present in other regional events and meetings like attending Starting Points or Building Bright Futures meetings, or hosting workshops for our regional Resource and Referral agencies

**Advocacy:** VAEYC has continued its collaboration with the Kids Are Priority One Coalition sharing resources and acting as its fiscal agent. Yet this year there was an awareness that perhaps this collaboration has blurred VAEYC's identity in the advocacy arena, that providers and members may not recognize that we are advocating for them. Our advocacy efforts are mainly around issues related to children and since we have not taken a stand on the Union it may look like we are not advocating for members and providers. Though specific strategies have not been implemented yet this is an area we want to focus on. On the national level we had representation at all Affiliate Council and National Dialogue events sponsored by NAEYC this year.

**d. Governance/Board Development FY12 Report:**

The function of the board is to carry forth the above described work. This year new board members were added. The structure and function of the board was adjusted slightly to make the work of the Executive Committee more transparent and inclusive. The full board is now invited to participate in monthly Executive Committee meetings. This is a way to parallel what is happening at the national level with NAEYC. It is also an attempt to grow and groom board members for top level positions as needed.

Our Board initiative, TEAM VAEYC offers "super volunteers" who are not ready for board level commitments an organizational structure through which they can volunteer on discrete tasks that assist the overall VAEYC organization. Team VAEYC provides members important opportunities to get involved with the work of the organization on a deeper level and helps to grow members as future leaders and potential board members. We currently have 15 TEAM VAEYC members, and 3 Team VAEYC members have become members of our Governing Board. This year our Team VAEYC initiative received recognition from NAEYC. The president discussed the initiative as part of Gwen's session on Affiliate initiatives and relationships with members at the NAEYC conference in Orlando. Team VAEYC also received recognition through an article in Young Children magazine.

**e. NAEYC Accreditation FY12 Annual Report:** Currently there are 65 centers accredited in Vermont. This is one more than in January. Four centers have become accredited since January. Three centers were reaccreditation and one center is a new accreditation. Additionally, two centers have joined VAP as initial candidates and are now working with a mentor since March. Both of these are in southern Vermont (Bennington & White River). So there is an upward trend, all be it slow.

The key as we have talked about to capturing more new centers is getting them "at the ground level". The Quality Improvement Project would be an ideal way to accomplish this. We would get to centers as they enter STARS and establish relationships along the way. Once programs are on a path to improvement and become committed to the process, it is not hard for them to see the benefits of continuing on to accreditation.

**Renewing Centers:** Since January, I have focused my efforts on calling all currently accredited centers who are coming up for renewal in 2013 as they will have to start the process now. I have been checking in with them to be sure that they are planning to renew. All centers that I have called are planning to renew. Most of them understood the renewal process and were well under way. As always a few had not started. In these cases I have either had extensive phone conversations or have gone out to visit the administrators to help them learn the process. When I call any center who is accredited but not part of STARS, I am sure to encourage them to consider becoming part of our QRIS. I outline the bonus they could get and the 10 minute streamline application.

In January there were 11 centers who were accredited but not participating in STARS. After a calling campaign this winter, 5 centers have become 5-STAR centers. Coordinator has attended monthly meetings and has worked for stronger connection of accreditation to VT STARS system.



We have picked up 2 centers who need mentors through the renewal process as they have new Directors who have never been through the process.

**New Centers:** My focus here has continued to be contacting centers who are 3, 4, and 5 stars to see if they might be interested in learning about accreditation and its close ties to the STARS system. This has taken longer than I had anticipated as it means two or three attempts to reach the right person often and then taking the time to outline why considering accreditation and using the self-study materials would benefit their program. Interestingly enough, I am finding that those at the 3 STAR level are actually at the ideal place for these materials not having established surveys, assessment tools in place yet. They, in some cases, are excited about seeing the materials. I have directed several to the TORCH site to check them out.

We have picked 3 centers going initial accreditation this year. This is an increase in new centers over the previous couple of years. Most of them have come through calls made to them as 3 or 4 STAR centers.

**Mentors:** The work of our mentors has been slow over the last six months. The bottom line is that we need to engage new programs to utilize and expand our mentor program across Vermont. The majority of work has been done with centers who are renewing, which generally requires far less assistance than the initial accreditation. We still need to have another mentor training and recruit mentors in the southern half of Vermont particularly as I have been traveling down to do them. I have hesitated on offering this training until we see what happens with the Quality Improvement Project's funding and how we might then interface with other entities who also need to train mentors.

**e. Special Events/Conferences:**

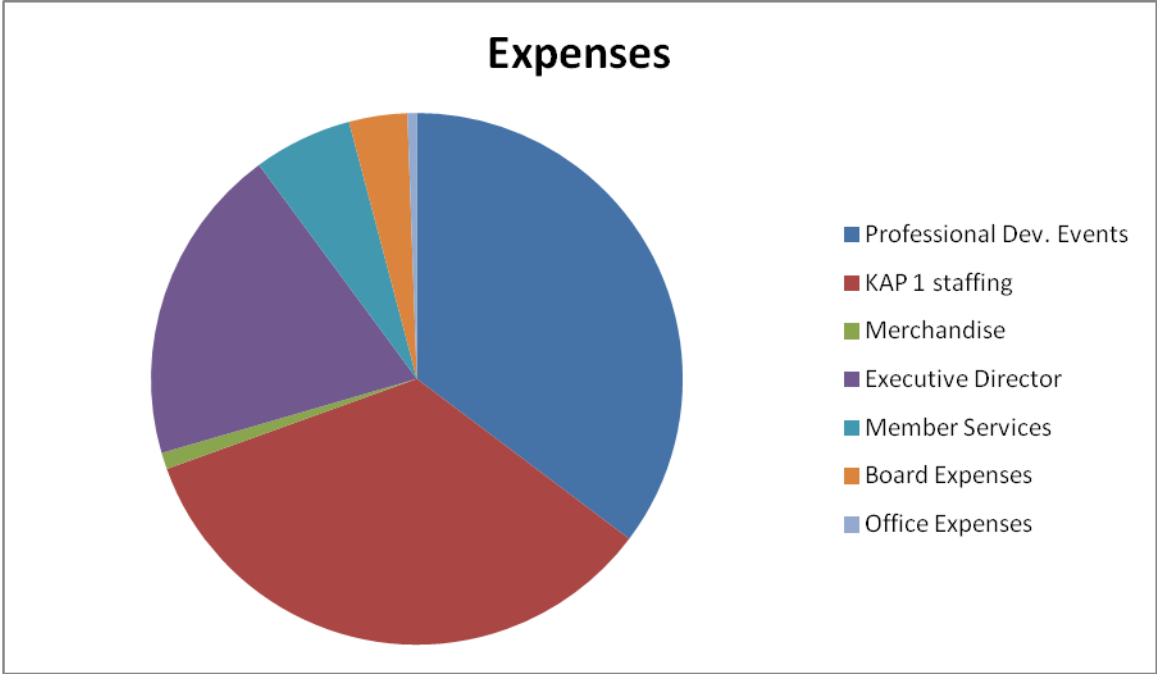
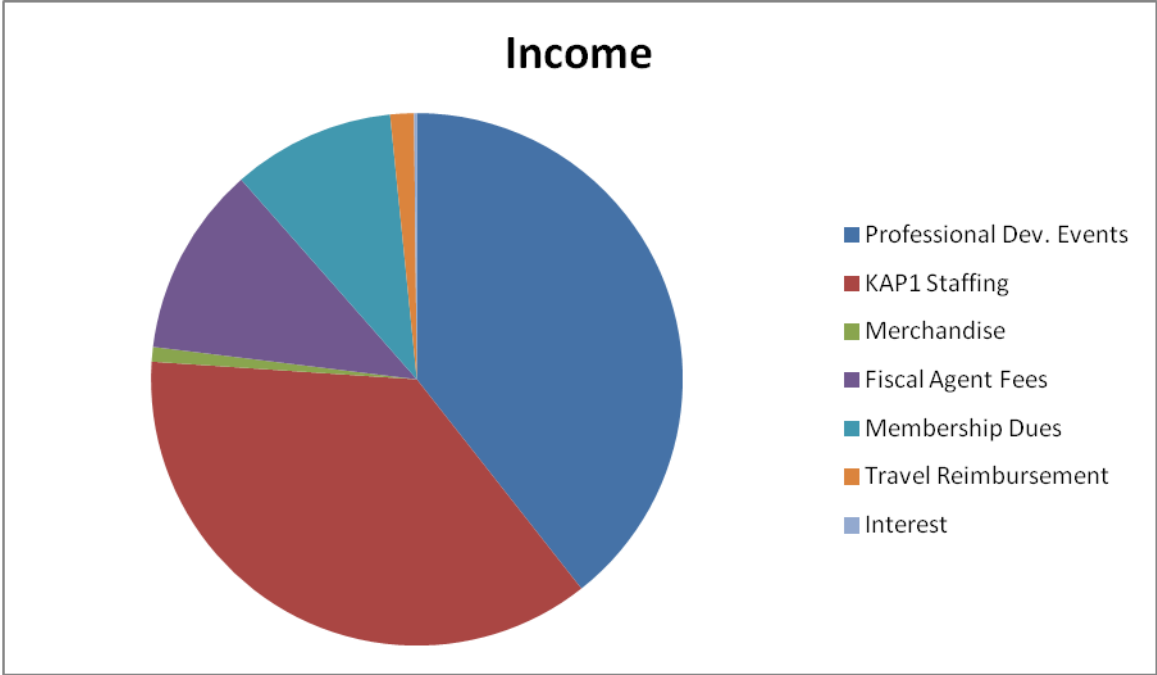
*October 2011 - Annual Fall Conference in Killington, Vermont*

- Sponsors: The Vermont Child Development Division and Champlain College's M.Ed. Program in Early Childhood Education
- Thursday keynote: Rusty Keeler, The World of Natural Playscapes
- Friday keynote: Jason Kotecki, Escape Adulthood: Living and Working with Less Stress and More Fun

*May 2012 - Spring Speaker Event: Joan Almon*

- in collaboration with Champlain College held in Burlington, VT
- Afternoon Session: "The Crisis in Early Childhood Education"
- Evening Presentation: "The Crisis in the Kindergarten"

**III. VAEYC FY12 Annual Budget ACTUALS:**



**IV. Please share the date of your last financial audit. [ N/A ]**

- V.** Did you revise your by-laws this past year? Yes [ ] No [] Please attach a current electronic copy.
- VI.** Did you revise your policies and procedures this past year? Yes [ ] No [] Please attach a current electronic copy.
- VII.** Please indicate the dates of your election cycle: at our annual meeting in October. FY12: 10/ 21/2011. FY13(current): 10/19/2012

**VIII.** Please indicate your 2012 and 2013 board meeting calendar.

2012 Board Meetings:

1/24/2012: Champlain College: Burlington, VT  
 2/28/2012: CALL  
 3/14/2012: Capital Plaza Hotel: Montpelier, VT  
 3/24/12: Catholic Church: Richmond, VT  
 (Strategic Planning Session)  
 4/24/12: CALL  
 5/29/12: CALL  
 6/15/12: Kathi Apgar's home: New Haven, VT  
 (Board Retreat)  
 7/24/12: CALL  
 8/28/12: CALL  
 9/15/12: TBD: Manchester, VT  
 10/17/12: Head Start offices: Burlington, VT  
 11/27/12: CALL

2013 Board Meetings:

1/29/13: Head Start offices: Burlington, VT  
 2/26/12: CALL  
 3/13/13: Capital Plaza Hotel: Montpelier, VT  
 4/6/12: Catholic Church: Richmond, VT (Strategic  
 Planning Session)  
 5/28/12: CALL  
 6/28/12: Kathi Apgar's home: New Haven, VT (Board  
 Retreat)  
 >>Rest of 2013 planned at 6/28/12 Board  
 Retreat

**IX.** Please share the dates of your 2012, 2013, and 2014 conferences if available.

2012 Conference: October 18th, 19th, 20<sup>th</sup>: UVM's Davis Center: Burlington, VT  
 2013 Conference: October 17<sup>th</sup>, 18<sup>th</sup>, 19<sup>th</sup>: Killington Grand Hotel: Killington, VT  
 2014 Conference: October 23rd, 24th, 25<sup>th</sup>: UVM's Davis Center: Burlington, VT