

VERMONT ASSOCIATION FOR THE EDUCATION OF YOUNG CHILDREN

STATE AFFILIATE ANNUAL REPORT To our Membership and NAEYC

Affiliate ID: 141

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Affiliate role: Executive Director

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Reporting period: June 1, 2012-May 31, 2013

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.

Mission:

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

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

STATUS:

Continue:

- Did not coordinate board training on NAEYC resources
- Need to develop geographically diverse board; using conference calling was more effective. Effective orientation? *What is the role of board *what is the role of director *what is mission *how does our strategic plan and mission guide decision making guide board structure and ED role?
- Team VAEYC (more involved)

ACTIONS:

- Fill Board vacancies (President and President Elect)
- Personnel Manual (especially in Mentoring project)
- Looking at Board Structure (work being done by Katie and Laurel)

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

STATUS:

Continue:

- 4 not met out of 28 on roles and functions
- Sponsor for breakfast mts, on sponsor sheet; no takers
- Shared services website
- Grants--\$ in quality project, training, KAP1. TEACH potential.
- Conference sponsorships!
- Partnered w/ VB3 (day 3)

Prioritize:

- To strengthen current revenue source related to key themes
- Development comm. additional sources

ACTIONS:

- Get an Accountant that specializes in Non-Profit
- Develop Auditing process
- Sponsors for mix and mingles
- VAEYC host shared services website
- VAEYC administrative home to TEACH
- Look at Financing and Fund Development through the Vision, Mission and Strategic Plan

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

STATUS:

Continue:

- Leadership day scheduled for 2013 fall conference
- VQIP started (to be considered: what falls under the QIP? [Progs & services])
- video tapes: conference; where is it? (on Beth's computer) needs editing.
- Got grant for advanced trainings. To be executed fall 2013 and winter 2014.
- Beth & Laurel on VELS rewrite committee
- Moving forward on TEACH grant.

**Did not create dialogue day on play/common core

Stop:

- Video cast conference

Prioritize:

Create a dialogue day to link play to common core

ACTIONS:

- Program Improvement Plans
- What does Quality cost (going from 1-4 STARS, Moving up the Career Ladder)
- Connecting to State Initiatives of CSEFEL and MTSS (Multi-Tiered Systems and Supports)

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

STATUS:

Continue:

- Member events including “mix & mingle” and sponsors having “member deal” (Manchester only) turn out?
- Bumper stickers
- Name tags for board/team VAEYC members, more mentors have visited board meetings
- Technology used for logistics at conference

Prioritize:

- Publicize member benefits. Plan for using social media and econnections for “little known” benefits
- Mural with years of membership @ conf
- VAEYC—facebook page and posts
- Bookmarks
- Need to make members feel like they have value in membership through regular communication

Vermont AEYC Annual Report
[Reporting period FY2013]

NAEYC Affiliate and Member Relations, March 2012

ACTIONS:

- Twitter Training in May
- VAEYC "store" on website, with discount on items when you show up at VAEYC events
- t-shirts, travel mugs, bumper stickers, window stickers
- Welcome letter for new members outlining VAEYC peculiarities (e-connections, conference, RFP)

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

STATUS:

Continue:

- “Pay it forward” awards—DONE! Need to figure out process for year 2 (how supported by VAEYC)
- Added day to conference that was geared to family theme providers (VB3)
- “mix&mingle”: Hosted 1st meeting in Manchester; continued w/following board mtg
- Focused on value of membership (bookmark, website, updated PMS, ECT...)

Prioritize:

- new ground work w/ vccpa (need some)
- Coordinated (engage current members) with communication strategies. Polling members and represent ideas and opinions
- Are we a membership organization?
- Need to find more avenues of generating members

ACTIONS:

- Marketing Plan for recruitment and retention to be pulled together from existing actions
- Membership Survey (annual and small topic-oriented on VAEYC website) to truly represent our membership values when making board level decisions
- Ongoing discussion "Are we truly a membership organization?"

II. Accomplishments or Highlights

a. VAEYC FY12 Membership/Outreach and Engagement Report

1. Trends in membership:

- VAEYC's current membership is 519; 69% of our members are “regular” members, 21% are comprehensive members, and 10% are student members. Membership is up slightly since June, 2012 with our largest member count over the past year of 572 just after the fall conference in October.
- Our member retention rate from June, 2012 to May, 2013 is 59%.

Year	VAEYC Membership
2004	361
2005	393
2006	498
2007	506
2008	472
2009	522
2010	526
2011	474
2012	509
2013	519

2. Demographics of membership (51% of members reporting):

- Almost half of our membership has a degree in the field of Early Childhood, and most of our current members have a degree.
- Over three quarters of our membership are center Teachers and Directors with over half of our members as “Teachers”; 14% are Family Childcare providers; the rest are ECE Trainers, Administrators, Educators, Students, with 13% noting “other” as their professional role.
- The majority of VAEYC membership works with Infants/Toddlers and/or Preschool/Pre-K children (almost even amount with a bit more currently working with Preschool/Pre-K children). In descending order the other areas are: Kindergarteners, Families, Other adults, Primary/school-age, College students, Middle/secondary.

3. Membership/Outreach and Engagement Highlights:

- eConnections VAEYC quarterly newsletter sent to all members
- 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 distributed at fall conference.
- 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
- 5 Membership mix and mingles held in conjunction with board meetings, rotating the geographic location around the state

b. VAEYC Public Policy FY13 Annual Report:

VERMONT

Child Care Financial Assistance Program: Governor Shumlin’s proposal of a \$16.7M investment into the Child Care Financial Assistance Program (CCFAP). The vision behind the statement exemplifies the type of leadership on behalf of young children that any advocate could hope for. Although the early childhood community overwhelmingly supported the investment, the proposal to utilize the Earned Income Tax Credit (EITC) as the funding source was challenging. There was deep concern that redirecting funds from the EITC to fund the CCFAP would jeopardize the economic security of young children living in low-income families. This concern hindered advocacy for the investment by many organizations and individuals across the state. Additionally, the leadership in the statehouse sent a strong message that EITC was an unacceptable funding source. Many feared that *any investment* would be lost. The final result was a \$5 million investment into the child care system for FY 2014 without the use of the EITC. The investment includes:

- \$3.4M for STep Ahead Recognition System (STARS) incentives, CCFAP caseload increases and bringing the CCFAP income eligibility guidelines to 2012 federal poverty levels; and,
- \$1.6 M to bring the CCFAP income eligibility guidelines to 2013 federal poverty levels (beginning July 2013).

Publicly Funded Prekindergarten: Pre-K bill, H.270 the bill:

- Maintains and ensures high quality standards for participating prekindergarten programs;
- Protects the needs of families with young children regarding access to both prekindergarten education and high quality child care; and
- Ensures that districts have the ability to consider what geographic model will work for their community.

Over the course of the session, H.270 was considered by and passed the House. The bill passed through the Education and Finance Committees, but unfortunately did not arrive in the Senate Appropriations Committee in time for the fiscal implications to be considered.

NATIONAL

High-Quality Early Learning Opportunities for All Children

The President’s 2014 request supports a robust early learning agenda aimed at ensuring that all children enter kindergarten ready to succeed in school and in life. Research demonstrates that high-quality early learning programs and services can improve young children’s health, social emotional, and cognitive outcomes; enhance school readiness; and help close the school readiness gap that exists between children with high needs and

their peers at the time they enter kindergarten. The centerpiece of the President's early learning request is a historic new investment in preschool education that supports universal access to high-quality preschool for all 4-year olds from low- and moderate-income families and creates an incentive for States to serve additional middle-class children. The request also includes a proposal that would help build State capacity to provide high-quality preschool opportunities for all children, while maintaining support for other key investments in early learning, especially for young children with special needs.

- **\$1.3 billion in 2014 and \$75 billion over 10 years in mandatory funding for Preschool for All,**

a new Federal-State partnership that will support the implementation of high-quality preschool programs that are aligned with elementary and secondary education systems and help ensure that all children arrive in kindergarten ready to learn. The Federal Government would provide funding through a cost-sharing model with States to serve all children from low- and moderate-income families, create an incentive for States to expand access to high quality preschool for additional middle-class families, and promote access to full-day kindergarten and high-quality early learning programs for children under the age of four.

- **\$750 million for competitively awarded Preschool Development Grants**

to help build State capacity to implement high-quality preschool programs. Funds would be awarded to States with preschool systems at various stages of development and would support activities needed to ensure that every State has the high-quality system needed to implement the Preschool for All program.

- **\$462.7 million for the Grants for Infants and Families program under the Individuals with Disabilities Education Act (IDEA),**

an increase of \$20 million to help States implement statewide systems of early intervention services for all eligible children with disabilities from birth through age 2 and their families.

- **\$372.6 million for IDEA Preschool Grants**

to help States provide a free appropriate public education in the least restrictive environment to all children with disabilities ages 3 through 5 to help ensure that young children with disabilities succeed in school

c. VAEYC FY13 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.

During FY13 we launched our quality improvement project. The new project is an expansion of our accreditation facilitation project and now supports center based and home based programs in attaining and maintaining NAEYC Accreditation, STARS (Vermont's QRIS system), and professional development. The new collaborative partner is the Vermont Birth to Three Project.

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.

Our new initiative this year were our membership Mix and Mingles referenced above.

Advocacy: Vermont's advocacy landscape shifted in this fiscal year as our statewide advocacy organization, Kids Are Priority One Coalition morphed in Vermont's Early Childhood Alliance with a commitment to focus on broader issues impacting young children and their families (not just child care related issues). Our advocacy work continues to be in collaboration and support of the Vermont Early Childhood Alliance, although our role within the Alliance is changing. It is clear when our priority issues align with those of the Alliance, we are able to leverage resources (both financial and human) we otherwise would not have access to. On the national level we had representation at all Affiliate Council and National Dialogue events sponsored by NAEYC this year.

d. Governance/Board Development FY13 Report:

The function of the board is to carry forth the above described work. This year we have faced succession challenges for key executive board positions. Our current President added an additional year to her term because no one had stepped forward to succeed her. In addition, our newly elected Treasurer stepped down from the position mid-term. We have now identified someone willing to run for President and President elect in the upcoming elections and are in the process of identifying people interested in the treasurer position.

Our Board initiative, TEAM VAEYC continues to offer "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 12 TEAM VAEYC members.

Finally, we have approved a revised vision and mission statement, which will be brought forward to the membership for a vote of approval. The vision statement is one that was developed jointly with several other entities in VT, including government agencies, foundations, our State Advisory Council and other non-profits.

e. NAEYC Accreditation FY13 Annual Report:

Currently there are 62 centers accredited in Vermont. Our trend is holding steady, but we are at about half of the programs we had accredited prior to the new accreditation program.

We are working on systemic approaches to encourage accreditation. These include: offering a 10% discount on conference registration to individuals who work in accredited programs; we serve on the oversight committee for STARS (QRIS) and through that are part of an internal evaluation of the QRIS system. One question we have is how can Accreditation “fit” better within that system? We are also advocating for annual bonuses for programs who maintain accreditation.

This year we changed our Accreditation facilitation project to also include mentoring support for programs as they move up through the STARS levels. Our hope is to capture more new centers by getting them “at the ground level”. 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.

f. Special Events/Conferences:

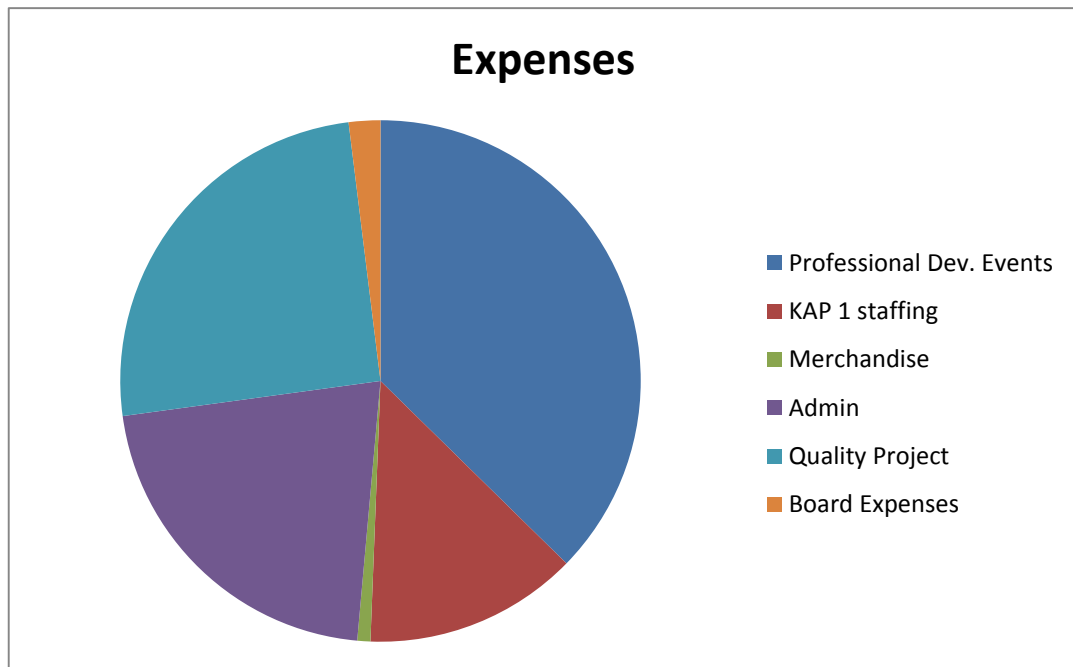
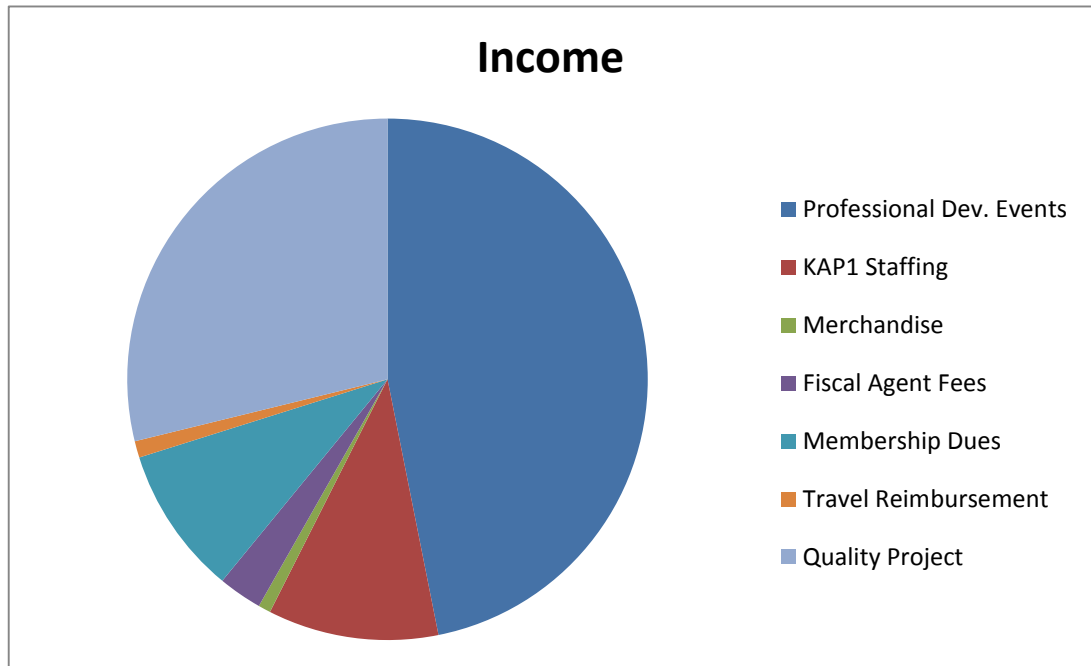
October 2012 - Annual Fall Conference in Burlington, Vermont

- Sponsors: The Vermont Child Development Division, Champlain College's M.Ed. Program in Early Childhood Education, The Turrell Fund, The Permanent Foundation and Vermont Birth to Three
- Thursday keynote: Jenna Blimes
- Friday and Saturday keynote: Lisa Murphy, Ooey Goey Lady

May 2013 - Spring Speaker Event: Olga Jarrett

- in collaboration with Champlain College held in Burlington, VT
- Afternoon Session: viewing and discussion panel on “Play Again”
- Evening Presentation: " Recess and Your Child’s Well-Being "

III. VAEYC FY13 Annual Budget ACTUALS:



IV. Please share the date of your last financial audit. We held an internal audit led by volunteers on August 9, 2013.

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 []

VII. Please indicate the dates of your election cycle: at our annual meeting in October. FY13: 10/19/2012. FY14(current): 10/18/2013

VIII. Please indicate your 2013 and 2014 board meeting calendar.

2013 Board Meetings:

1/29/13: Head Start offices: Burlington, VT
2/26/13: CALL
3/13/13: Capital Plaza Hotel: Montpelier, VT
4/6/13: Catholic Church: Richmond, VT (Strategic Planning Session)
5/31/13: Kathi Apgar's home: New Haven, VT (Board Retreat)
6/25/13 CALL
7/23/13 Champlain College, Burlington, VT
9/11/13: CALL
10/16/13 Killington Grand, Killington, VT
11/21/13 CALL

2014 Board Meetings:

1/8/14: Head Start offices: Burlington, VT
2/13/14: CALL
3/19/14: Capital Plaza Hotel: Montpelier, VT
4/5/14: Catholic Church: Richmond, VT (Strategic Planning Session)
5/30/14: Kathi Apgar's home: New Haven, VT (Board Retreat)
>>Rest of 2014 planned at 5/30/14 Board Retreat

IX. Please share the dates of your 2013, 2014, and 2015 conferences if available.

2013 Conference: October 17th, 18th, 19th: Killington Grand Hotel: Killington, VT

2014 Conference: October 23rd, 24th, 25th: UVM's Davis Center: Burlington, VT

2015 Conference: October 22nd, 23rd, 24th: Killington Grand Hotel: Killington, VT