

# 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, 2013-May 31, 2014**

### **Vision:**

The vision of the Vermont Association for Young Children (VAEYC) is to realize the promise of every Vermont child.

### **Mission:**

The Vermont Association for the Education of Young Children (VAEYC) will enhance the quality of early childhood programs and professional practices, and advocate for young children (birth through 8 years) and their families in order to realize the promise of every Vermont child.

### **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

#### FY15 ACTIONS:

1. Personnel Manual (especially in Mentoring project)
2. Revise board recruitment and orientation process.
3. Board outreach to recruit new board members: TREASURER!
4. Finish ED job description and develop eval tool. (Do evaluation)

### 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

#### FY15 ACTIONS:

1. Get an Accountant that specializes in Non-Profit
2. Develop Auditing process
3. Sponsors for mix and mingles
4. 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

#### ACTIONS:

1. Pre-k rule making process includes high quality standards
2. Increase access to higher ed leading to teacher licensure
3. Increase understanding of how to use TSGold as a tool/ increase understanding of child dev., assessment and curriculum dev.
4. Connecting to State Initiatives of CSEFEL and MTSS (Multi-Tiered Systems and Supports)
5. How could the conference format include the train-practice-train model?
6. Can we video key conf workshops and offer as a benefit to members?

### 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:

1. Better articulate VAEYC member benefits, AND that membership supports our projects and advocacy work: website, newsletter, conference display, revised brochure insert,etc
2. Board members: Wear VAEYC badge and list board membership at all meetings and events attending
3. Obtain sample marketing and technology plan from other affiliates.

### 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:

1. Make membership an agenda item on each board agenda: "Are we truly a membership organization?"
2. Host mix and mingles at our events AND, piggy-back at other regional events (conferences, provider rec dinners, etc)
3. Ask to add VAEYC brochures to other conference materials/pkts.
4. Intentional outreach by board members to expiring membership, inviting them to renew.
5. Revise VAEYC insert to include new projects

## II. Accomplishments or Highlights:

### a. VAEYC FY14 Membership/Outreach and Engagement Report

#### 1. Trends in membership:

- VAEYC's current membership is 507; 68% of our members are "regular" members, 22% are comprehensive members, and 10% are student members. Membership is down slightly since June, 2013 with our largest member count over the past year of 553 just after the fall conference in October. Our member retention rate from July 1, 2013 to May, 2014 is 58%.

Year	VAEYC Membership
2006	498
2007	506
2008	472
2009	522
2010	526
2011	474
2012	509
2013	519
2014	507

#### 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 about half of our members as "Teachers"; 19% 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 and Twitter as social media connections with members
- "What do you think?" survey questions on VAEYC website soliciting feedback/input from members on current ECE topics
- Discount on registration at the VAEYC annual fall conference & 2014 DEC New Possibilities Conference
- Membership mix and mingles held in conjunction with board meetings, conferences, & events, rotating the geographic location around the state
- Six "Pay It Forward" awards presented to VAEYC members at the 2013 VAEYC fall conference

### b. VAEYC Public Policy FY14 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

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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 FY14 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, regional trainings and our quality improvement project.

**During FY14 we increased collaboration around professional development by:** (1) partnering with VB3 to offer a third day of the conference with a specific focus on home-based childcare providers; (2) collaborating with the VT chapter of DEC to co-host spring speaker with Champlain College; and (3) Collaborating with regional R&R's and local Starting points networks to offer advanced Math and Advanced Science trainings

**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. 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. **This year we continued 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 FY14 Report:**

The function of the board is to carry forth the above described work. This year we continue to face succession challenges for our Treasurer position. In addition, for various reasons, we have lost 4 board members and are working to replace them with a diverse representation of roles and perspectives.

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.

### **e. NAEYC Accreditation FY14 Annual Report:**

Currently there are 58 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.

Last year we changed our Accreditation facilitation project to also include mentoring support for programs as they move up through the STARS levels. We have seen some success in this approach, resulting in 4 programs whom are currently being mentored opting to pursue accreditation for the first time. 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 2013 – Annual Fall Conference in Killington, Vermont

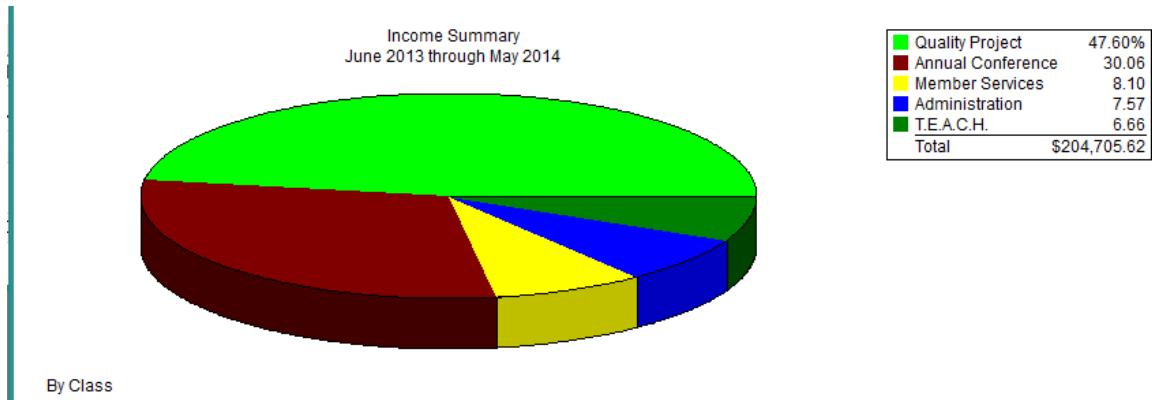
- Sponsors: The Vermont Child Development Division, Champlain College's M.Ed. Program in Early Childhood Education, The Turrell Fund, The Permanent Foundation and Vermont Birth to Three
- Thursday keynote: Luis Hernandez: *Learning from the Bumps in the Road*
- Friday keynote and film screening: Daniel Habib, *Including Samuel*
- Saturday keynote: Jeff Johnson: *Trusting Kids as Learners*

April 2014 - Spring Speaker Event: Dr. Tweety Yates

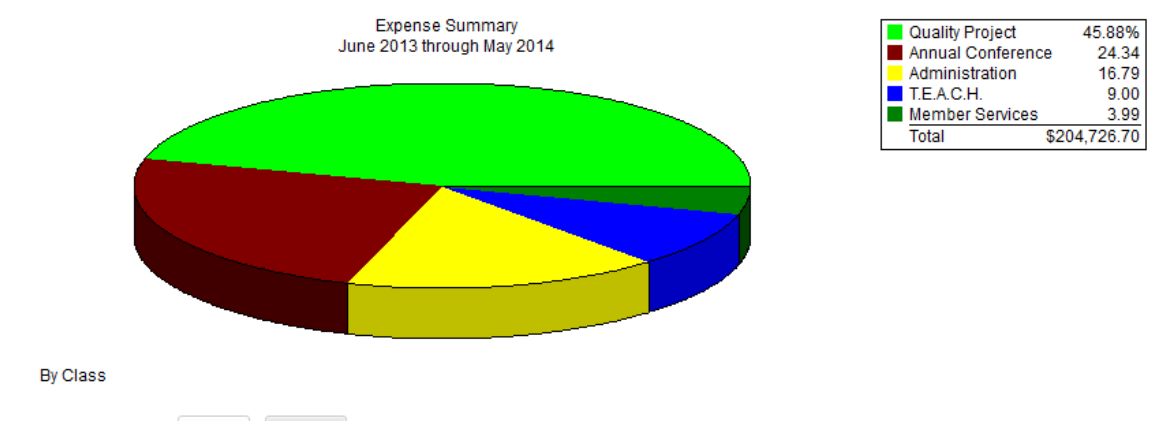
- in collaboration with Champlain College and VT DEC; held in Burlington, VT
- Evening Presentation: *“Parents and Caregivers: The impact you have on your infants’ and toddlers’ social and emotional development”*

**III. VAEYC FY14 Annual Budget ACTUALS:**

**INCOME:**



**EXPENSES:**



- 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. FY14: 10/18/2013 FY15 (current): 10/24/2014
- VIII.** Please indicate your 2014 and 2015 board meeting calendar.

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: CVMC, Berlin VT (Strategic Planning Session)  
 4/29/14: CALL  
 5/30/14: New Haven, VT (Board Retreat)  
 6/24/14: CALL  
 7/16/14: CALL  
 9/17/14: CALL  
 10/23/14: UVM's Davis Center, Burlington, VT  
 12/1/14: CALL

2015 Board Meetings:

1/7/15: Head Start offices: Burlington, VT  
 2/17/15: CALL  
 3/18/15: Capital Plaza Hotel: Montpelier, VT  
 4/11/15: CVMC, Berlin VT (Strategic Planning Session)  
 4/30/15: CALL  
 5/29/15: New Haven, VT (Board Retreat)  
 >>Rest of 2015 planned at 5/30/14 Board Retreat

- IX.** Please share the dates of your 2014, 2015, and 2016 conferences:  
 2014 Conference: October 23<sup>rd</sup>, 24<sup>th</sup>, 25<sup>th</sup>: UVM's Davis Center: Burlington, VT  
 2015 Conference: October 15<sup>th</sup>, 16<sup>th</sup>, 17<sup>th</sup>: Killington Grand Hotel: Killington, VT  
 2016 Conference: October 13<sup>th</sup>, 14<sup>th</sup>, 15<sup>th</sup>: UVM's Davis Center: Burlington, VT  
 2017 Conference: October 19<sup>th</sup>, 20<sup>th</sup>, 21<sup>st</sup>: Killington Grand Hotel: Killington, VT