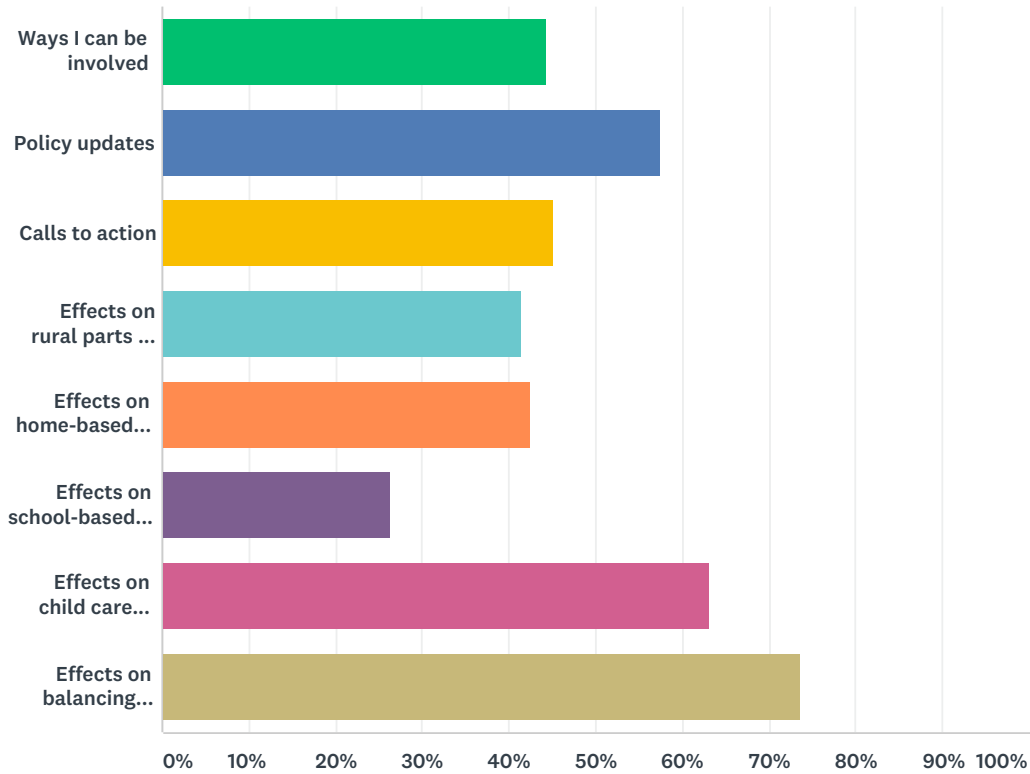


Q1 As the NAEYC state affiliate, VTAEYC will be the driver of Vermont's project, Advancing ECE As a Recognized Profession. VTAEYC is also our state's liaison to NAEYC's Power to the Profession Initiative. As we communicate updates to you, what would you like to learn about how ECE is advancing as a profession in Vermont and nationally? Please check all that apply.

Answered: 106 Skipped: 2



ANSWER CHOICES	RESPONSES	
Ways I can be involved	44.34%	47
Policy updates	57.55%	61
Calls to action	45.28%	48
Effects on rural parts of the state	41.51%	44
Effects on home-based child care	42.45%	45
Effects on school-based child care	26.42%	28
Effects on child care centers	63.21%	67
Effects on balancing teacher experience and education	73.58%	78
Total Respondents: 106		

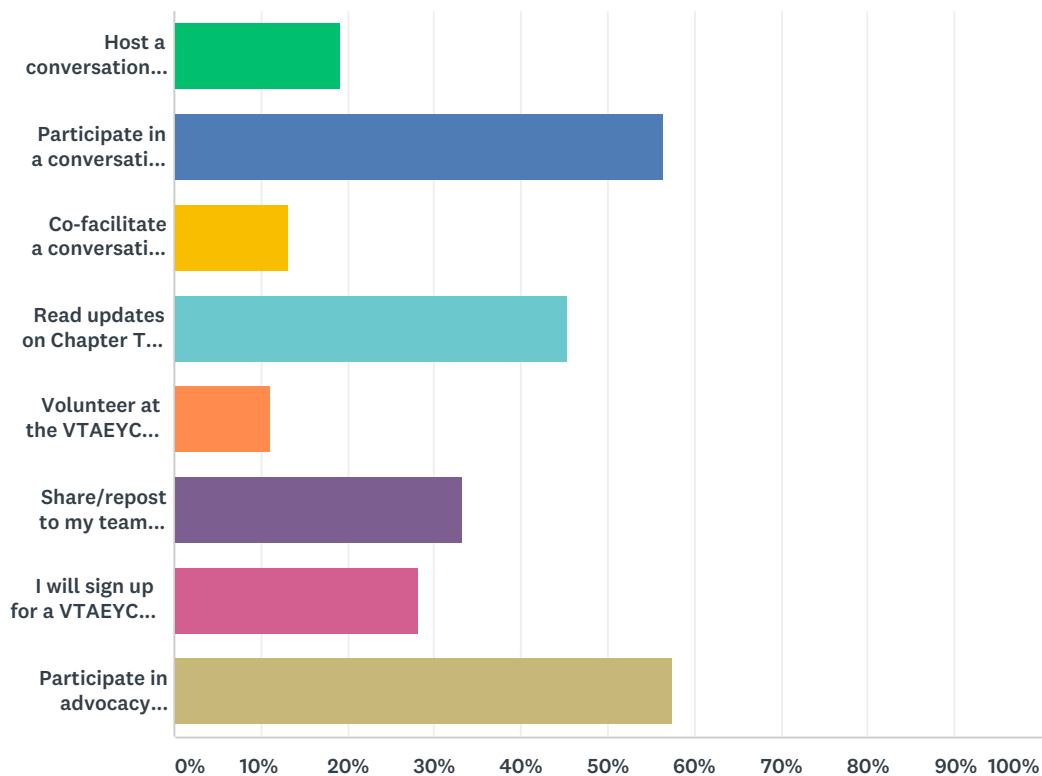
#	OTHER (PLEASE SPECIFY)	DATE
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How VTAEYC Can Support the ECE Workforce in Advancing As a Recognized Profession: Survey

1	racial equity and getting teachers of color and diverse staff in the field /	10/16/2019 8:33 PM
2	Supports that will come into place as we get "caught up" to NAEYC's standards	10/16/2019 4:01 PM
3	what are the requirements ?	10/16/2019 12:19 PM
4	I am retired but I am still an advocate for ECE & would help any way I can.	10/16/2019 11:38 AM
5	Influencing the media to eliminate the term "day care" from the public vernacular. If we are to be viewed as professionals, our profession should be called by a respectful name- Early Care and Learning Center, Nursery, etc.	10/16/2019 11:10 AM
6	Improvements in the parity between ECE and the schools - time off, pay, benefits, family-friendliness for ECE professionals, not just the families they serve.	10/16/2019 10:57 AM

Q2 How might you help with the work to advance ECE as a profession in VT? Please check all that interest you:

Answered: 99 Skipped: 9



ANSWER CHOICES	RESPONSES
Host a conversation in my region about advancing as a profession	19.19% 19
Participate in a conversation in my region	56.57% 56
Co-facilitate a conversation in my region	13.13% 13
Read updates on Chapter Two of this work and provide feedback	45.45% 45
Volunteer at the VTAEYC conference	11.11% 11
Share/repot to my team VTAEYC communications about advancing as a profession	33.33% 33
I will sign up for a VTAEYC membership and/or encourage my team to do so	28.28% 28
Participate in advocacy activities that support advancing as a profession	57.58% 57
Total Respondents: 99	

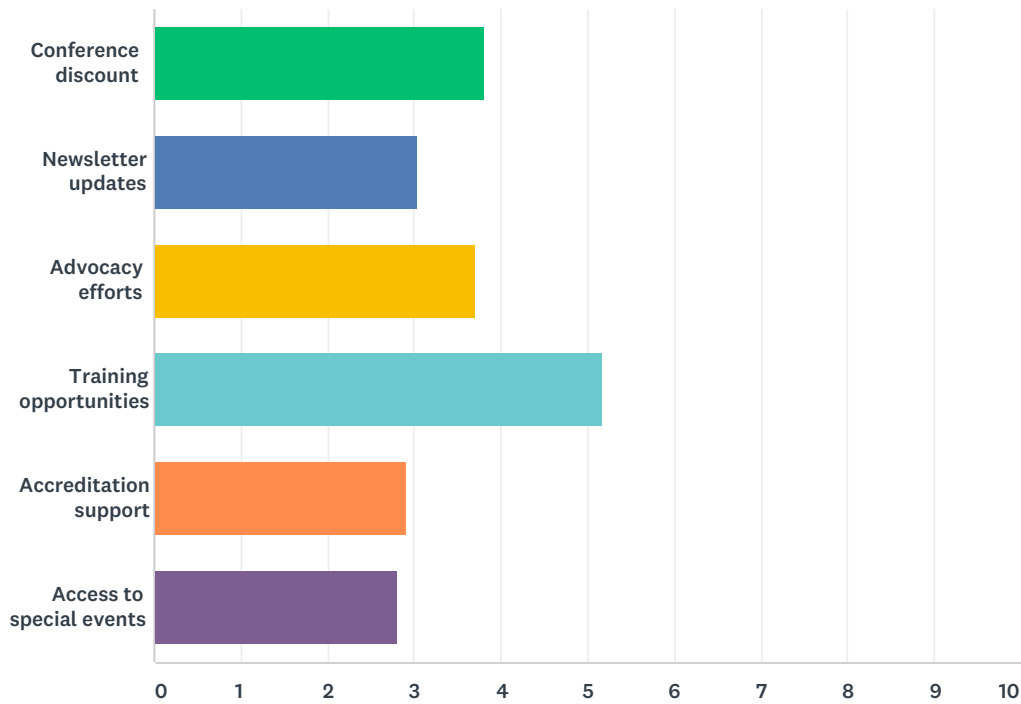
#	OTHER (PLEASE SPECIFY)	DATE
1	I will participate as I can (when and where). I cannot specify exactly. I would prefer small background chunks of participation.	10/16/2019 8:38 PM
2	Teach courses and workshops for ECE professionals thru Northern lights and the public school system/ Universal Pre-K	10/16/2019 2:41 PM
3	continue to serve on the VT AEYC Board of Directors	10/16/2019 1:27 PM

How VTAEYC Can Support the ECE Workforce in Advancing As a Recognized Profession: Survey

4	All ready a member	10/16/2019 11:01 AM
5	Written advocacy	10/16/2019 10:57 AM

Q3 VTAEYC is always looking to add value to its membership. Please rank what is most valuable to you:

Answered: 100 Skipped: 8



	1	2	3	4	5	6	TOTAL	SCORE
Conference discount	22.58% 21	19.35% 18	17.20% 16	11.83% 11	15.05% 14	13.98% 13	93	3.81
Newsletter updates	5.62% 5	13.48% 12	17.98% 16	23.60% 21	20.22% 18	19.10% 17	89	3.03
Advocacy efforts	15.73% 14	20.22% 18	19.10% 17	17.98% 16	16.85% 15	10.11% 9	89	3.70
Training opportunities	56.52% 52	18.48% 17	11.96% 11	10.87% 10	2.17% 2	0.00% 0	92	5.16
Accreditation support	3.45% 3	20.69% 18	18.39% 16	9.20% 8	17.24% 15	31.03% 27	87	2.91
Access to special events	2.20% 2	12.09% 11	14.29% 13	26.37% 24	25.27% 23	19.78% 18	91	2.80

Q4 What else could VTAEYC offer members that would be of value to you?

Answered: 63 Skipped: 45

#	RESPONSES	DATE
1	Professional development in all areas, levels, and topics.	10/21/2019 1:21 PM
2	Given that the center with which I am currently affiliated is a participant in the STARS program in order that they be considered as a satellite site for ACT166 there is a certain amount of training that is required. It is somewhat of a struggle for us to reach those required hours and maintain a successful, on-going program. There simply aren't the hours in the days and weeks to do this without investment on both an individual and collective effort. A two-day participation at an annual conference does meet much of that requirement, however, the cost is considerable for the entire group. We are currently participating in an on-line course which certainly allows for some flexibility, on an individual basis, however, it is 18 hrs. of personal time over the course of several months and in addition to our weekly commitments. Having been in the field for thirty some odd years I certainly understand and am thankful for all the training opportunities I was afforded and found a good many beneficial. The training is necessary for the assurance of quality programs. That said, they need to work with people's already busy schedules and they need to be affordable. Those of us truly invested in Early Education have not been in it "for the money"...clearly! Perhaps and hopefully with the advancement of Early Ed. as a "profession" funding sources will allow for creative and manageable options. Thank you for your efforts!!	10/21/2019 1:11 PM
3	More training opportunities	10/19/2019 6:21 PM
4	A conference that did not require closing my business for a day to attend.	10/17/2019 7:20 PM
5	A program for early educators to get their bachelor's degree	10/17/2019 11:14 AM
6	Corporate discounts on supplies.	10/17/2019 9:36 AM
7	Not Sure	10/17/2019 9:06 AM
8	Establish wider conversations about transparency in AOE Act 166 funding to protect the future sustainability of community based preK programs and 0-3 programs.	10/17/2019 6:52 AM
9	best practice publications shared multiple times a year that can be shared with others such as assistants, administration, and families. Highlighting sections of the state regulations.	10/16/2019 8:38 PM
10	regular, fun, and casual meet ups in regions for teachers to network access to web journals for research etc.	10/16/2019 8:33 PM
11	Connection to local regional networks and discounted memberships for regional and /or shared services networks	10/16/2019 8:09 PM
12	Dont make accreditation about the \$ Help make teachers a live-able wage Healthcare 401k	10/16/2019 8:04 PM
13	not sure	10/16/2019 5:14 PM
14	Support through transitioning to meet new requirements.	10/16/2019 5:07 PM
15	Teaching legislators more of what it is like to be in the trenches. So the decisions they make are reflective of our true needs not based on uneducated decisions fueled by agendas and money.	10/16/2019 4:57 PM
16	I honestly don't know anything about what VTAEYC offers presently, so it's hard to say. I think training is something we all need, and it's expensive. I think suggestions or resources that we can access to meet new regulatory things would be helpful. I know we have shared services and the CDD website has some, but all in one place would be helpful. A person to observe and offer suggestions for program improvements would be helpful.	10/16/2019 4:01 PM
17	Transparency regarding how NAEYC is planning to administer and oversee the professionalization process.	10/16/2019 4:00 PM
18	I want to learn more more and more about brain development	10/16/2019 3:54 PM

How VTAEYC Can Support the ECE Workforce in Advancing As a Recognized Profession: Survey

19	Saturday, full day trainings of high quality, discounts on professional books and publications. More front-line support in how to provide quality instruction while also assessing, documenting and providing ECSE services.	10/16/2019 3:47 PM
20	not sure	10/16/2019 3:04 PM
21	More/ varied professional development opportunities, especially for those of us who hold a license and/or advanced degrees	10/16/2019 2:43 PM
22	Higher-level PD offerings at the annual conference	10/16/2019 2:41 PM
23	I'm not sure at this moment.	10/16/2019 2:25 PM
24	increased trainings	10/16/2019 2:17 PM
25	Discounted liability insurance	10/16/2019 1:42 PM
26	online site links to more VT ECE resources	10/16/2019 1:27 PM
27	professional development/advancement opportunities	10/16/2019 1:19 PM
28	Networking support, continuing education opportunities	10/16/2019 1:04 PM
29	Not sure	10/16/2019 12:53 PM
30	I feel like there's lots of talk but little action that could make a difference. My view is ECE will never be a true profession without government funded universal child care.	10/16/2019 12:51 PM
31	Events more in the nek	10/16/2019 12:50 PM
32	Grant opportunities, HR trainings/support	10/16/2019 12:40 PM
33	Professional Development opportunities as well as a program that could help obtain your Bachelor's Degree like TEACH	10/16/2019 12:39 PM
34	Provider groups	10/16/2019 12:29 PM
35	Offer past ECE educators a chance to get involved and bring ideas from their experiences to the new ECE educators	10/16/2019 12:27 PM
36	More meaningful professional development for seasoned providers in the southern part of the state	10/16/2019 12:27 PM
37	small grants	10/16/2019 12:19 PM
38	Non work day events	10/16/2019 12:18 PM
39	Figure out how to mentor family child care providers and breathe fresh life into the nearly defunct starting points networks.	10/16/2019 12:18 PM
40	Online articles about important topics in child care	10/16/2019 12:16 PM
41	professional development that is equitable across the state as well as more collaboration between all the different agencies that child care providers use/work with	10/16/2019 12:13 PM
42	not sure...though trainings that are mandated by the state, cpr & the like...for free for providers. No cost fingerprinting,	10/16/2019 12:02 PM
43	Helpful trainings/team building workshops or information regarding those events	10/16/2019 11:59 AM
44	Bonuses	10/16/2019 11:59 AM
45	More centrally located conferences. The change to Southern VT location made the distance unreasonable to travel.	10/16/2019 11:55 AM
46	Unsure	10/16/2019 11:54 AM
47	Professional development discounts elsewhere... journal articles.	10/16/2019 11:51 AM
48	Ways to make all day PreK in public schools accessible to families with PreK age children. Streamline the regulations around public PreK programs so that they are not doubled up in state regulating agencies.	10/16/2019 11:49 AM
49	Networking	10/16/2019 11:48 AM
50	.	10/16/2019 11:40 AM
51	variety of trainings geared towards experienced providers/teachers	10/16/2019 11:39 AM

How VTAEYC Can Support the ECE Workforce in Advancing As a Recognized Profession: Survey

52	On-site mentoring for teachers	10/16/2019 11:35 AM
53	I don't know	10/16/2019 11:34 AM
54	the cost of the VAEYC conference is unaffordable for some providers possibly add some scholarships	10/16/2019 11:26 AM
55	Advanced trainings in the southern part of the state	10/16/2019 11:21 AM
56	I'm a very new provider so I am still new at all of this.	10/16/2019 11:13 AM
57	Discounts to local restaurants for dining when attending conferences.	10/16/2019 11:11 AM
58	More regional training opportunities	10/16/2019 11:10 AM
59	More opportunities in the southern part of Vermont.	10/16/2019 11:06 AM
60	To have input on what is offered at the annual conference. What members would like to attend in the following year. I More childcare software companies showing what they offer and how they work. Not just Smartcare. More classes focused on birth to 3, not just preschool age and beyond. Behavior specialist like Megg Thompson. More classes on the business side of things, making your money work for you, vs you working for your money. (for examples)	10/16/2019 11:01 AM
61	Advocacy for family-friendly policies - policies that are not only of value to the families we serve, but that also recognize that _many_ ECE professionals are struggling to balance their careers with being available to their own families as well. Things like paid family leave, healthcare for all, parity of time off with schools, NO EVENING OR WEEKEND PROFESSIONAL DEVELOPMENT. Basically, being respectful of the value of their time.	10/16/2019 10:57 AM
62	More frequent professional development opportunities and discounts.	10/16/2019 10:53 AM
63	Cannot think of anything right now	10/16/2019 10:51 AM

Q5 What topics or content would you like to see in VTAEYC's communications to you?

Answered: 60 Skipped: 48

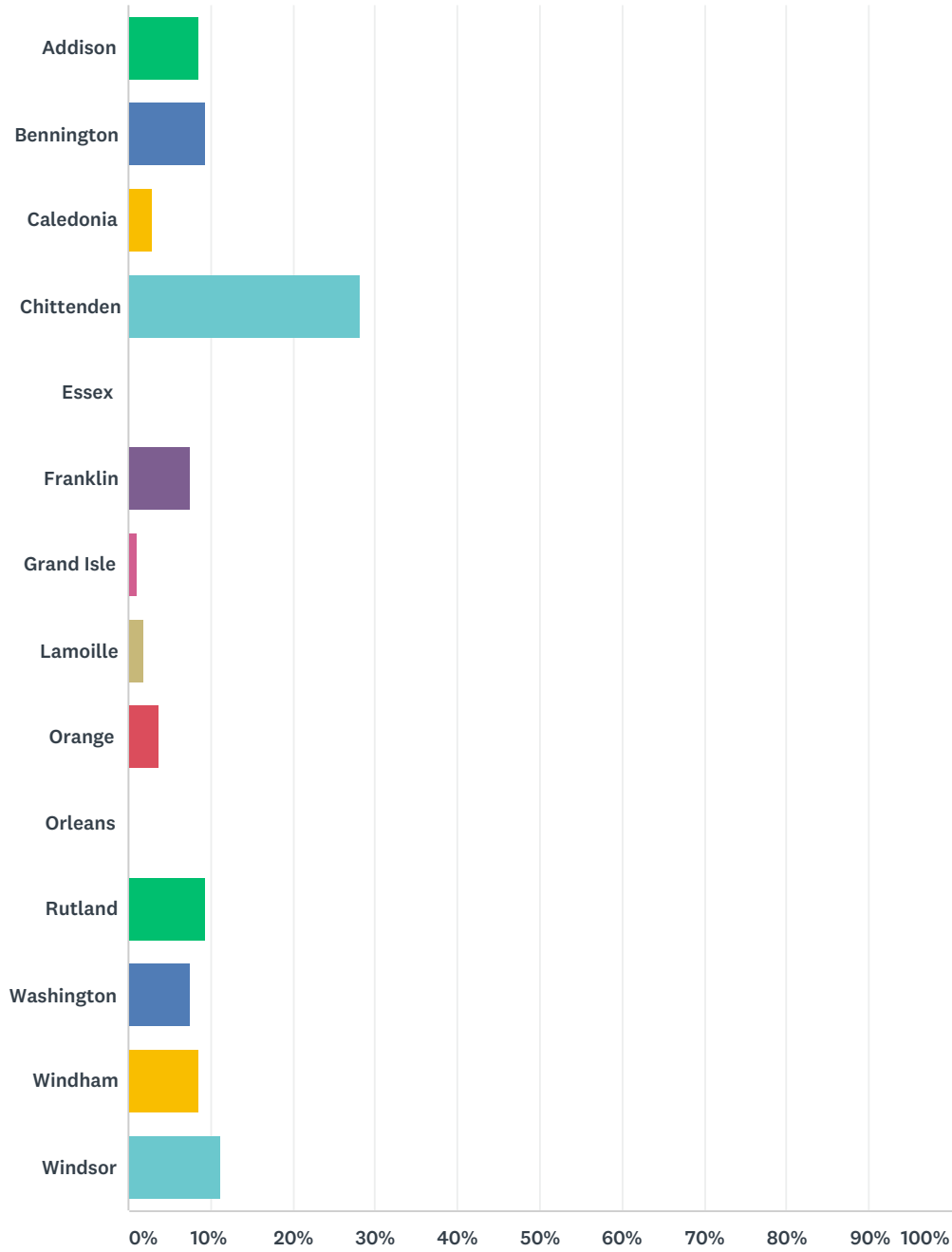
#	RESPONSES	DATE
1	Any and all updates as this process moves forward.	10/21/2019 1:11 PM
2	ECCERS (program quality) education/training and STARS	10/17/2019 7:20 PM
3	None that I can think of at the moment	10/17/2019 9:36 AM
4	New regulations, training information, advice for childcare employees	10/17/2019 9:06 AM
5	Concise summary of what steps are being taken in advancing as a profession.	10/17/2019 8:25 AM
6	How are public school administrators being included in this work?	10/17/2019 7:34 AM
7	Ways to connect to other state AEYC's spotlight successes. Share the ideas!	10/17/2019 6:52 AM
8	professional development, brief (1-2 paragraphs) summary of laws/activism, surveys about what topics to offer at the annual conference.	10/16/2019 8:38 PM
9	equity / inclusion, nature	10/16/2019 8:33 PM
10	Not sure	10/16/2019 8:09 PM
11	Training	10/16/2019 6:19 PM
12	vt news	10/16/2019 5:14 PM
13	trainings, supports available, access to free materials, info on latest topics in childcare & early education	10/16/2019 5:07 PM
14	Up to date needs-opioid addiction, cultural differences, etc.	10/16/2019 4:57 PM
15	How VT plans to meet the P2P suggestions for our our EC educators	10/16/2019 4:01 PM
16	Transparency regarding how NAEYC is planning to administer and oversee the professionalization process.	10/16/2019 4:00 PM
17	I want to learn more more and more about brain development	10/16/2019 3:54 PM
18	ECSE, ideas to extend skills already written and ready to print for families.	10/16/2019 3:47 PM
19	upcoming events	10/16/2019 3:04 PM
20	Current VT happenings like Act 166, Northern Lights goals and direction, ways to eliminate duplication of oversight between CDD and AOE	10/16/2019 2:41 PM
21	I like being updated on what is happening in the state. I can't always make meetings but I like being informed.	10/16/2019 2:25 PM
22	updates on policy changes	10/16/2019 2:17 PM
23	Home based childcare info	10/16/2019 1:42 PM
24	Ways to engage at more than the annual conference	10/16/2019 1:27 PM
25	Updates, professional development, grants, policy issues	10/16/2019 1:19 PM
26	Realistic information about child care in Vermont. More support of home childcare programs	10/16/2019 1:04 PM
27	Childcare in our state	10/16/2019 12:53 PM
28	I honestly don't really read emails	10/16/2019 12:51 PM
29	Online trainings	10/16/2019 12:50 PM
30	more frequent connections	10/16/2019 12:43 PM
31	Public funding to assist struggling child care centers	10/16/2019 12:40 PM

How VTAEYC Can Support the ECE Workforce in Advancing As a Recognized Profession: Survey

32	Professional Development, Updates	10/16/2019 12:39 PM
33	Managing child cares, children etc	10/16/2019 12:29 PM
34	Home based childcare vs school based	10/16/2019 12:27 PM
35	Play and how to share it's importance with parents	10/16/2019 12:27 PM
36	home based resources, what is curriculum requirements for home based care of multi-age	10/16/2019 12:19 PM
37	Curriculum ideas, self care, legislative updates	10/16/2019 12:18 PM
38	Provider health and well-being.	10/16/2019 12:18 PM
39	Biting, hitting, parent communication, children with disabilities	10/16/2019 12:16 PM
40	grants and ways to maintain financial balance within our budget	10/16/2019 12:13 PM
41	Home childcare	10/16/2019 12:02 PM
42	Job Advancements with the field, Behaviors, expanding curriculum	10/16/2019 11:59 AM
43	Updates.	10/16/2019 11:59 AM
44	Unsure	10/16/2019 11:54 AM
45	Updates from the field...	10/16/2019 11:51 AM
46	advocacy for public prek	10/16/2019 11:49 AM
47	Insight into what is working in other states. Overviews and explanations for who are the key players in Vermont: organizations, foundations, politicians on our team, individuals in the field, etc.	10/16/2019 11:48 AM
48	.	10/16/2019 11:40 AM
49	The inclusion of Infant/Toddler care and education as a part of the professional discussion	10/16/2019 11:35 AM
50	T.E.A.C.H. support	10/16/2019 11:34 AM
51	LEadership	10/16/2019 11:26 AM
52	Working with challenging behaviors, teacher burn-out, balancing income in centers in order to offer pay raises to teachers, ways to become credentialed	10/16/2019 11:21 AM
53	Anything	10/16/2019 11:13 AM
54	Training opportunities. Updates in the field. Interviews with centers/homes in different regions (recognition). A place where people are recognized for their growth in the field.	10/16/2019 11:11 AM
55	Hiring and retaining qualified staff, feasible ways for staff to gain EC certification	10/16/2019 11:10 AM
56	Unsure	10/16/2019 11:06 AM
57	see above	10/16/2019 11:01 AM
58	Real changes - not fluff.	10/16/2019 10:57 AM
59	professional development, issues, accreditation support	10/16/2019 10:53 AM
60	Updates on professionalism advances, especially about funding to help ECE hire high and retain high quality employees	10/16/2019 10:51 AM

Q6 In which county are you located?

Answered: 106 Skipped: 2



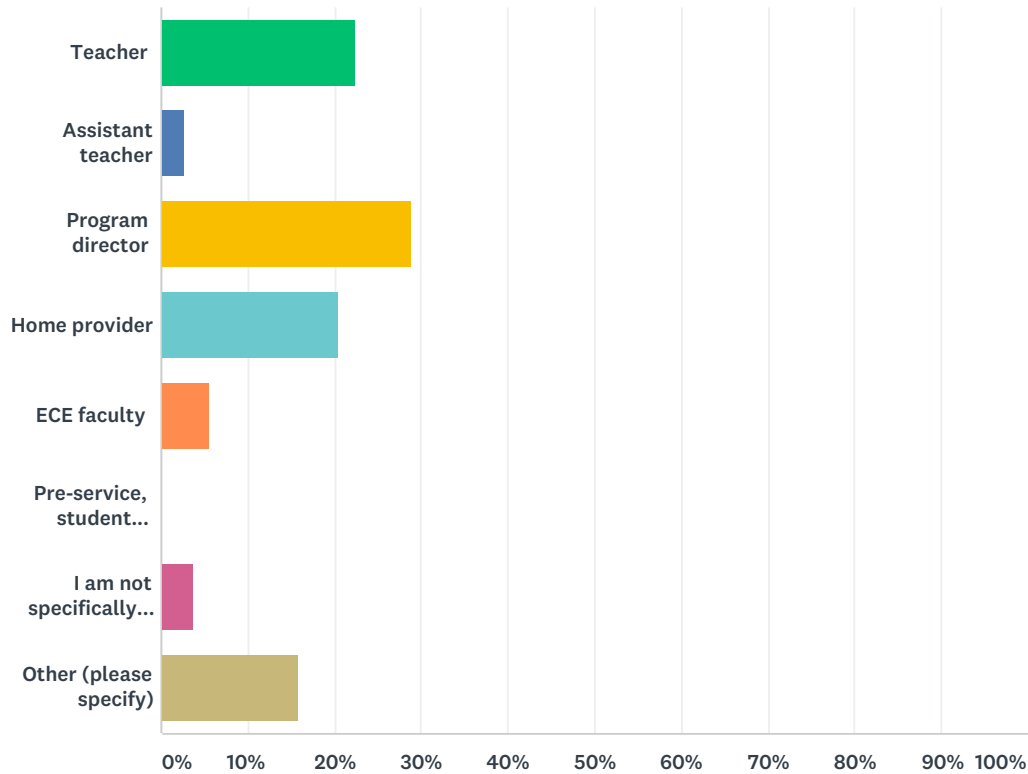
ANSWER CHOICES	RESPONSES
Addison	8.49% 9
Bennington	9.43% 10
Caledonia	2.83% 3
Chittenden	28.30% 30
Essex	0.00% 0

How VTAEYC Can Support the ECE Workforce in Advancing As a Recognized Profession: Survey

Franklin	7.55%	8
Grand Isle	0.94%	1
Lamoille	1.89%	2
Orange	3.77%	4
Orleans	0.00%	0
Rutland	9.43%	10
Washington	7.55%	8
Windham	8.49%	9
Windsor	11.32%	12
TOTAL		106

Q7 What is your primary role in the ECE workforce?

Answered: 107 Skipped: 1



ANSWER CHOICES	RESPONSES	
Teacher	22.43%	24
Assistant teacher	2.80%	3
Program director	28.97%	31
Home provider	20.56%	22
ECE faculty	5.61%	6
Pre-service, student teacher, ECE student, or similar	0.00%	0
I am not specifically in the ECE workforce	3.74%	4
Other (please specify)	15.89%	17
TOTAL		107

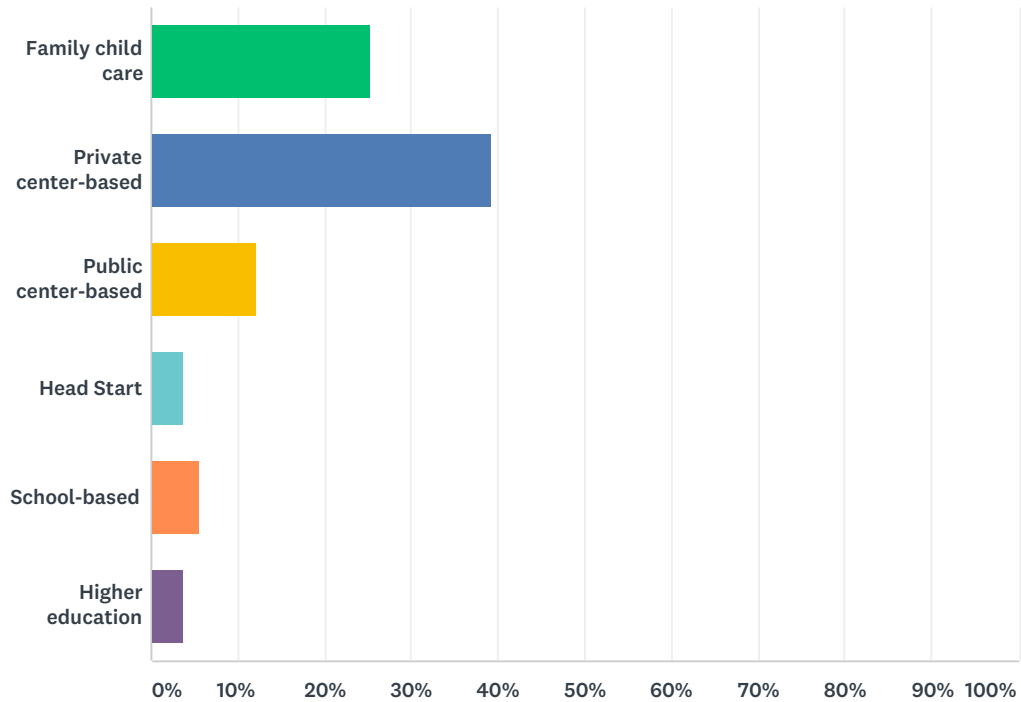
#	OTHER (PLEASE SPECIFY)	DATE
1	I am currently a part-time supportive staff member. Over the course of my tenure I have held positions including Head Teacher, Curriculum Coordinator, Supervisor, Mentor in what was then VAEYC's Quality Improvement Project, Coach in Practice-Based Coaching method based on the Pyramid Model.	10/21/2019 1:11 PM
2	Licensed Educator/Assessment Specialist	10/19/2019 6:21 PM
3	director AND teacher	10/17/2019 7:20 PM
4	Education/Disability Manager	10/17/2019 12:51 PM

How VTAEYC Can Support the ECE Workforce in Advancing As a Recognized Profession: Survey

5	Advocacy and program support	10/16/2019 8:09 PM
6	PreK coach/teacher	10/16/2019 3:54 PM
7	Licensed center administrator	10/16/2019 2:24 PM
8	cis	10/16/2019 2:17 PM
9	coach, mentor, instructor	10/16/2019 1:27 PM
10	Center based Teaching director	10/16/2019 12:55 PM
11	School administrator	10/16/2019 12:43 PM
12	Assistant Director	10/16/2019 12:31 PM
13	Past ECE educator	10/16/2019 12:27 PM
14	Retired ECE	10/16/2019 11:38 AM
15	Retired Early Childhood Educator	10/16/2019 11:09 AM
16	Business Manager/filling in on floor when needed	10/16/2019 11:01 AM
17	Care Coordinato EHS-CC	10/16/2019 10:51 AM

Q8 In what setting do you primarily work?

Answered: 107 Skipped: 1



ANSWER CHOICES	RESPONSES
Family child care	25.23% 27
Private center-based	39.25% 42
Public center-based	12.15% 13
Head Start	3.74% 4
School-based	5.61% 6
Higher education	3.74% 4
TOTAL	107

#	OTHER (PLEASE SPECIFY)	DATE
1	Parent / Child Center with Infant and Toddler Child Care	10/18/2019 4:00 PM
2	Human Services/ECE Instructor	10/17/2019 7:18 AM
3	act166 so semi-public ?	10/16/2019 8:33 PM
4	Support and advocacy role	10/16/2019 8:09 PM
5	Also do higher ed work independently	10/16/2019 2:41 PM
6	community based	10/16/2019 2:17 PM
7	Vermont Foodbank	10/16/2019 1:32 PM
8	direct-service support to teachers, directors, programs	10/16/2019 1:27 PM
9	Co-op preschool	10/16/2019 12:51 PM

How VTAEYC Can Support the ECE Workforce in Advancing As a Recognized Profession: Survey

10	Non Profit	10/16/2019 12:44 PM
11	I've worked at headstart .school based EEE programs s all as public school educator	10/16/2019 12:27 PM
12	Non Profit Child Care/Public Prek	10/16/2019 12:19 PM
13	Early Head Start	10/16/2019 11:40 AM
14	Retired from public school. Also worked as a director of a childcare center	10/16/2019 11:09 AM
15	EHS, private centers, home visits	10/16/2019 10:51 AM