



The Northern Lights Atlas

Early Childhood and Afterschool Professional Development News

Montpelier Office: (Nancy) 802-828-2876
nancy.sugarman@ccv.edu

Springfield Office: (Maureen) 802-885-8374
maureen.young-mccarthy@ccv.edu

Welcome to the newest edition of The Northern Lights Atlas! Please pass it on! (hint: cut-and-paste works too)

AUTUMN | OCTOBER 2012 NEWSLETTER

Volume 5, Number 4


IN THIS ISSUE

Website updates	Page 1
Frequently Asked Questions	Page 2-3
Did you know?	Page 2-3
Coming Soon	Page 4
Congratulations!	Page 4-5
In the Spotlight	Page 5

Press CTRL + click to follow any web or email sites in the newsletter



Don't forget: save the Northern Lights Career Development Center website to your Favorites and LIKE US on FACEBOOK...

Always hit REFRESH  when looking at the Northern Lights website to see the latest version.

Focus on the Northern Lights Website: www.northernlightscdc.org

- **MORE online sponsors approved!** Northern Lights is now reviewing and approving sponsors of Online training (not for college credit). Check out this page to learn more about online training and which sponsors are approved: <http://northernlightscdc.org/training/online-training-and-coursework/>
See page 3 of this newsletter, for the latest sponsors approved!
- **NEW! Courses, conferences and more...** Look on the website under WHAT'S NEW at the bottom of the home page, or the side bar of all the other pages.
- **MATCH (mentoring advising teaching coaching/consulting help) now has Competencies** that you can use as a self-assessment. Look on the side bar of this page: <http://northernlightscdc.org/your-role/match-consultants/>
- **Fundamentals for Early Childhood Professionals classes start this fall** This 45 hour course meets the requirements for new staff of licensed centers, and contributes to earning a Level I certificate and a CDA credential. It is a great class for anyone who wants a good foundation in the field and to connect with other early childhood professionals. Find the list of when and where it will be this fall and spring across Vermont:
<http://northernlightscdc.org/2012/fundamentals-for-early-childhood-professionals/>
- **Are you taking an online course through the Northern Lights e-School on Global Classroom?** You can now log on directly from our website... in many places!
- **Search the BFIS course calendar** to find classes near you: and... always put the DATE in first) <http://northernlightscdc.org/training/bright-futures-information-system-bfis/>

? **Search Course Calendar**
Enter one or more parameters for the course(s) you are looking for.

Course ID:

Course Title:

Sponsor:

Areas of Knowledge:

Hour Type:

Location:

Session Start Date From:
(mm/dd/yyyy)

Session Start Date To:
(mm/dd/yyyy)

Note: A yellow arrow points to the 'Session Start Date From' field, and a green circle highlights the date '12/31/2012' in the 'Session Start Date To' field.

Do you Facebook? Every week we post new information on our Facebook page.



Frequently Asked Questions

QUESTION: "I finished the Fundamentals course and got my certificate of completion, where is my Recognition Bonus? "

ANSWER: A Recognition Bonus from the Child Development Division (CDD), is tied to achieving a Level Certificate. Since you finished the Fundamentals course, you probably would apply for a Level I Certificate. The application is found on the Northern Lights website (type "Application" in the SEARCH bar at the top of the page and then click). Print out the application, fill it in and send it with your current Individual Professional Development Plan and a copy of your Fundamentals completion letter or certificate to Northern Lights. We process applications and issue the Level Certificates. We also screen to see if you might be eligible for a Recognition Bonus from the CDD. The 3rd page of the Level application lists CDD's criteria for a Recognition Bonus. If you pass the screening, we pass your application on to the CDD. They determine if you are eligible and if so, issue the Bonus. Recognition Bonus questions should be directed to the CDD.

"The more I learn about this (professional development system alignment), my mouth just drops open. Everything seems so well thought out. It is remarkably well done!"

- Instructor and BFIS Sponsor



Did You Know?

Child Care Licensing Regulation Revision Process

continues: If you haven't heard, 2012-13 is the year to review and revise the child care licensing regulations! This summer and fall included consideration of staff qualifications and professional development. Check in regularly with this website: www.dcf.vermont.gov/cdd and click on "regulation review project" to get the latest information about the process – and to add your comments.

2012 Peer Review Project. For the past 8 months a group of 20 early educators have been working to achieve Vermont educator licensure through the Department of Education's Peer Review process. The members of the Peer Review Project (a collaboration between Mary Johnson Children's Center and Northern Lights) have received instructor, mentor and peer support as part of this project that wraps up December 7th. Two participants have already completed the process and were recommended for licensure . Congratulations to Alisha Adams who was recommended for licensure with an endorsement in early education (birth through age 8yrs) and to Suzy Coutermarsh who was recommended for licensure with a limited endorsement in early education (ages birth through 6yrs). Rachel Hunter another member of the cohort has submitted her portfolio and is waiting for her interview with the panel.

The Fall 2012 Culminating Seminar has begun! This 3 credit hybrid course is a requirement for Step 3 of the Program Director Credential. Students will be preparing their Program Director Portfolio for review. You can find more information about the Program Director Credential, including Portfolio inserts and guidance on the Northern Lights website @ <http://northernlightscdc.org/career-pathways/credentials-and-certificates/program-director-credential/>

(pictured left)

Students, Child Care Apprentices and Mentors recently held a Leadership Expo at the CCV Academic Center in Springfield. The event was co-sponsored by the Vermont Child Care Industry and Careers Council (VCCICC), The Community College of Vermont, Springfield Area Parent Child Center, and Springfield BBF Council.

"It makes my life so much easier having all staff in BFIS. Instead of having pages for STARS and for Credentials and for Licensing, we've just eliminated the 'and'. It makes everything a lot easier. It's the first thing I do with new staff, help them learn how to sign in and get a user name and password to see and use their BFIS account. If the management doesn't buy in, the staff lose out."

- Afterschool program director

Frequently Asked Questions

QUESTION: "I need to renew my CDA, can you help? "

ANSWER: The Council for Professional Recognition issues the Child Development Credential (CDA) and also renews your CDA when you apply. Information about CDA can be found on the Northern Lights website (under Credentials), the Council for Professional Recognition Website or ask your regional Resource Development Specialist. If it is your first renewal and you work in regulated child care, you may also be eligible for a Recognition Bonus from the Child Development Division.

NEW SPONSORS!

These organizations were oriented to work with Northern Lights and the BFIS system. Participants benefit because attendance is entered in their personal BFIS Résumé!

Academy Street Early Education
Burlington Children's Space
STARS/Step Ahead Recognition System
Elly Majonen

NEWLY APPROVED SPONSORS OF ONLINE TRAINING (not for college credit)

Quality Assist
Child Care Aware (formerly NACCRRRA)
Smart Horizons
Care Courses
Building Blocks for Literacy

Northern Lights will be at the VAEYC Conference in October!

For current professional development information and some 1:1 career advising, drop by the display table and visit Nancy and Maureen! We will also be presenting (2) workshops: **Learn it Online**, and **The Voices of Learning: An Interactive Approach to Adult Instruction**.

More...Did You Know?

Northern Lights submitted its end of the year report in July, covering July 1, 2011 to June 30 2012 and here are some highlights from this past year:

- Early childhood professionals continued to earn more than one certificate and move up the career ladder. Two years ago there were 15 people, last year 36 and again this year 36 people. Most of those (18) moved from Level I to II.
- A significant increase in Program Director Credentials awarded: last year the first 2 people earned the credential, and this past year – 11!
- More outreach: Northern Lights launched a new website and *Face Book* page; revised and printed a new Career Advising Guide booklet and Program Director Competencies; presented 18 workshops, a Career Coaches Forum; displayed at 4 statewide conferences; and continued creating and distributing the quarterly newsletter.
- 70 instructors joined the Instructor Registry this past year (compared to 25 the year before), most being at the Certified and Master level. A total of 342 Instructors are now in the Registry.
- 10 more sponsors received an orientation from Northern Lights staff, for a total of 91 sponsors, and the number continues to grow. These organizations now using the BFIS data management system to help professionals learn about their classes and courses, document and verify their attendance; and update their BFIS online Credential accounts. Northern Lights office staff entered over 1550 classes into the BFIS Course Calendar (250 more than last year) and over 19,000 attendance records into individual BFIS Credential accounts (over 1000 more than last year).
- The # of Level certificates awarded were somewhat lower than last year, (183 compared to 207 the year before). The number of Level IV and V certificates did not change but there were fewer II, II and III Level certificates awarded. There were also fewer students taking *Fundamentals for Early Childhood Professionals* courses around the state, which support students to earn their Level I or II certificate. Over 611 Level certificates have been issued since Northern Lights began.
- Springfield, Burlington and St Albans were the areas of the state with the most early childhood Level Certificates issued. Congratulations!
- 7 Afterschool Credentials and Certificates were issued, (compared to 1 last year) and 5 are currently pending. Another Congratulations!



NEW Approved Instructors

Affiliate

Geralyn Barrows
 Kim Freeman
 Alyson Grzyb
 Sharron Harrington
 Holly Rheaume
 Craig Robbins
 Amy Wise

Specialist II

Lisa Aschbacher
 Anore Horton
 Marilyn Neagley
 Vicki Rich

Certified

Mary Anna Abuzahra
 Dawn Johnson

Certified

Elly Majonen
 Jeff Robbins
 Amanda Terreri
 Cheryl Wells

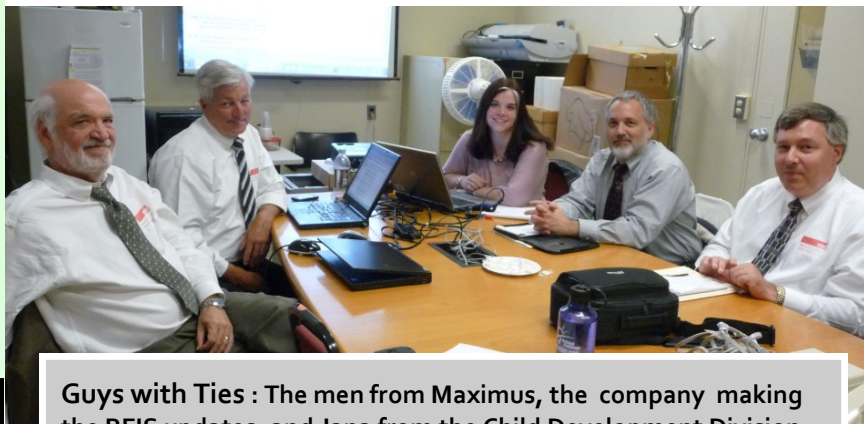
Master

Camille Campanile
 Michelle Fouts
 Cheryl Hovey
 Eileen Malone McCoy
 Kelly Morrison
 Tim Pyle
 Dee Smith
 Sarah Sprague
 Jessica Sugrue
 Johanna Vaczy
 Linda Wellings

Coming Soon!

Changes to Bright Futures Information System

The Child Development Division is updating Bright Futures Information System (BFIS). BFIS is the information system for licensing, child care financial assistance and professional development. Over 100 aspects of the system are being updated, including clearer information and directions on the website; the ability for most users to create their own username; the ability for users to reset their own password; along with many more updates. For more information visit <http://dcf.vermont.gov/cdd/bfis>



Guys with Ties : The men from Maximus, the company making the BFIS updates, and Jana from the Child Development Division

Scholarships for Instructors: Do you have a Master Degree and experience teaching adults? Northern Lights offers 5 scholarships a year for Master Level Instructors in the Instructor Registry, to take the *Introduction to Teaching Online*, a one-credit online course offered by the Community College of Vermont. Contact Nancy Sugarman at Northern Lights (nancy.sugarman@ccv.edu) if you are interested in applying.

Legal and Financial Issues in early childhood and afterschool programs is coming this spring! This 3 credit, online course through Union Institute & University is one of the courses that is required to meet the Vermont Program Director Credential – Step 2. Find out more here: <http://northernlightscdc.org/training/state-wide-curricula/program-director-credential-courses/>

We heard you! Updates coming to the Instructor Registry application on the Northern Lights website. Our technician will be deleting the glitches you told us about in the Instructor application starting this fall.

Program Director Credential

Step 1

Racheal Boyce
 Corinna Brown
 Danielle Farnsworth
 Betsy Ouelette
 Sonja Raymond

Step 2

Vicki Covell
 Betsy Ouelette

A new Northern Lights Peer Review cohort will begin in winter 2013! CDD has received grant funds from the Department of Labor to support a new cohort of early educators and child care providers who are interested in seeking teacher licensure through the peer review process. If you are interested in being on the email list to receive information about this new cohort please contact Sherry Carlson at scarlson380@comcast.net.

Are you working on Step 2 of your Program Director Credential? The *Legal and Financial Issues in Early Childhood and Afterschool Programs* course will be offered in January 2013. This online course offers 3 credits through Union Institute and University, with a total cost of \$321.00. If you need this course, and would like to add your name to our waiting list for January, contact Maureen Young-McCarthy @ (802) 885-8374.

MATCH (mentoring, advising, teaching, coaching/ consulting, helping) is moving forward! The MATCH committee will be hosting webinars and sending out a survey this fall, to collect information about the current professionals providing these services. We also will introduce them to the MATCH competencies as a self- assessment tool. When they complete this we will learn what skills and knowledge these professionals have and what they want to develop. This will also help us develop the MATCH registry.



The following certificates have been awarded since July 2012

LEVEL CERTIFICATES AWARDED

LEVEL I

Diane Marcotte - Shelburne, VT
Susan Pitkin - Cabot, VT

LEVEL II

Allysa-lise Airoldi - St. Albans, VT
Apryl Blake - Windsor, VT
Rachel Bolduc - Waterbury, VT
Elizabeth Bollman - Lyndonville, VT
Collin Cope - South Burlington, VT
Cindy Dodge - West Chesterfield, NH
Gail Ducharme - Marshfield, VT
Brittany Hatin - Milton, VT
Mellisa King - Manchester, VT
Jessica Lavee - Milton, VT
Lisa Pantaline - Huntington, VT
Amber Patten - Hardwick, VT
Patricia Peake - Barre, VT
Shawna Quattrocci - Veiarol, VT
Tifani Tasca - Brattleboro, VT

LEVEL IIIA

Kristy Kimball - South Royalton, VT

LEVEL IIIB

Elizabeth Britch - South Royalton, VT
Danielle Sanderson - East Dorset, VT
Jackie Sprague - East Montpelier, VT

LEVEL IVA

Coretta Bliss - Brattleboro, VT
Wendy Cluff - Brattleboro, VT
Renee Durochia - Hinesburg, VT
Susan Grenier - Rutland, VT
Martha Kashkin Grollier - Orwell, VT

LEVEL IVB

Gail Beck - Morrisville, VT
Alicia Watts - St. Albans, VT

LEVEL VB

Marcie Tierney - Bristol, VT

"I feel that the career level process has energized and inspired our staff to increase their level of professionalism. The system allows staff to set their goals on a clear trajectory, and rewards them for their commitment to the process."

- Assistant manager, child care center



In the Spotlight...

Star Porter

Early Childhood Educator

Star Porter is an early childhood educator and mom of 3 (Elizabeth, age 9 and twins Tucker and Megan, age 5) from Bristol, VT. Star began working part-time at Starksboro Co-operative Preschool in 2007, as an assistant teacher. Interested in pursuing professional development, Star and her Director, Susan Paré, first came to the VT Child Care Industry and Careers Council (VCCICC) in April 2009, regarding participation in the VT Child Care Apprenticeship Program. After discussing the requirements for the Apprenticeship program (which includes working a minimum of 30 hours per week), we determined that her current work schedule did not meet the requirements. However, a new training program for part-time workers had just been approved through the VT Department of Labor and Star joined the On-the-Job training program for Child Care Workers in June 2009. This program includes supervised work time under a qualified mentor, tracking work hours, and attending 55 hours of formal classroom education. Star's employer approved a 3-credit child development course which the Industry and Careers Council sponsored through Community College of VT. This is one of the 6 courses offered tuition-free for apprentices. Star completed her 1,000 hours of supervised work hours and formal training in June 2010. She received a Certificate of Completion from the VT Department of Labor and also earned a raise in pay from her employer.

When Star and her director attended Early Childhood Day at the Legislature in March 2011, they spoke with VCCICC staff about how Star could roll her completed On-the Job training into Registered Apprenticeship. Her hours at work had increased to meet the minimum required 30 hours per week. Star and her employer signed an Apprenticeship Agreement in December 2011. Star is attending college courses at the CCV campus in Winooski and has completed 4 of the 6 courses required to complete Apprenticeship. Star says, "Everything that I learn in classes that I am taking will help to better serve the children and families in our Preschool program and to me that is important to help give them a safe, nurturing, healthy environment in which they will be able to grow and learn." As a Registered Child Care Apprentice, Star receives her courses and textbooks at no cost to her and is supported by her mentor in developing her on the job skills. In addition, all apprentices and mentors submit documentation to the VT Child Care Industry and Careers Council to verify compliance with the Department of Labor Standards of Apprenticeship. Star will complete her college courses in May 2013, and complete additional training in specific health and safety areas. She will continue documenting her on the job training until she reaches 4,000 hours. Then she will receive her Certificate of Completion from the VT Department of Labor. Completing the Apprenticeship Program will allow Star to apply to the Northern Lights Career Development Center for her Level IIIA certificate on the Career Ladder, and likely get a Recognition Bonus from the Child Development Division!

To learn more about Registered Child Care Apprenticeship in VT, visit www.vtchildcareindustry.org