

vtaeyc Vermont Association for the
Education of Young Children



BBF Grand Rounds

March 24, 2025

An Affiliate of **naeyc**

VTAEYC's Mission

VTAEYC advances equity and excellence in early childhood education with early childhood educators as our foundation.

As a membership organization, we provide resources and advocate for policies that move early childhood education forward now and for the future.



Act 76 investments prepared us for workforce system change.

We'll share the impacts we've seen since July 2023, and where we're going next.

Threading the Needle: Compensation and Qualifications



Student Loan Repayment Assistance Program for ECEs

SLRAP	July 1, 2023 - March 14, 2025
Total Amount Awarded:	\$1,177,427.79
Number of awards	217
Number of unique awardees	133

Total Amount Awarded:
\$1,177,427.79

Total Loan Debt held by 133 awardees:
\$4,522,735.18

“It has been a blessing. I could not stay in this field without it.” - *Participant*



Elements of SPARQS

Quality Coaching and Support Systems

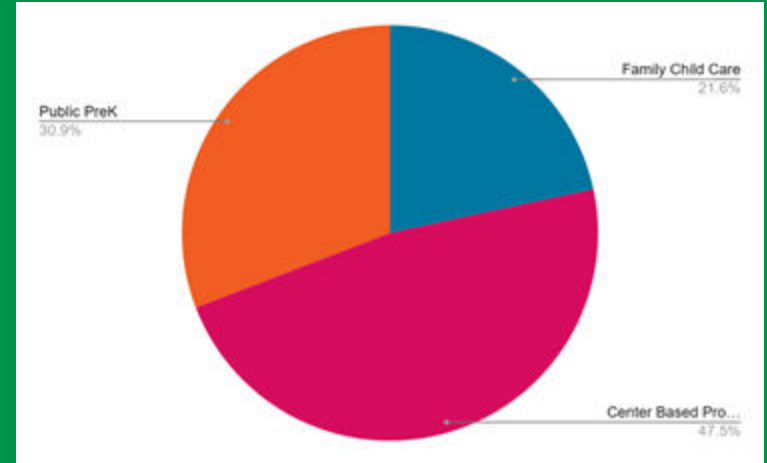
Program Assessments for STARS

**Administer and Manage
Vermont Early Childhood Networks**

SPARQS Impacts

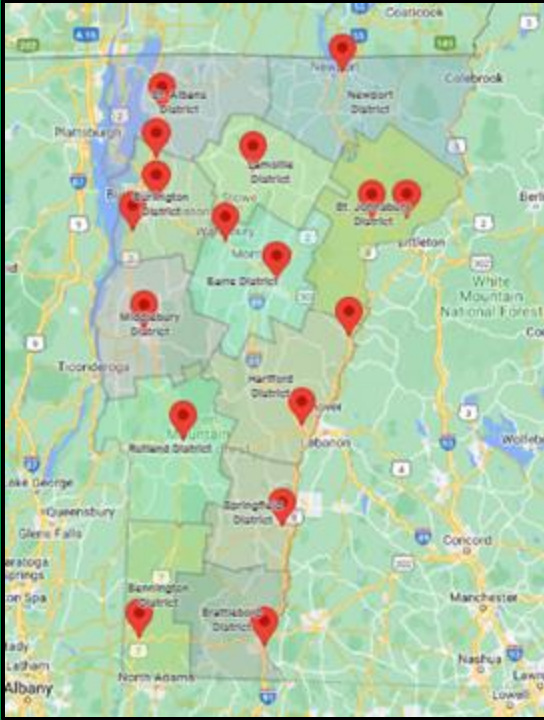
- 282 programs received scored assessments, providing 374 classrooms with individualized scored reports
- 1,151 coaching engagements
- 90% of coaching is about STARS
- 80% of programs that increased STARS worked with SPARQS quality support specialists
- 218 SPARQS sponsored trainings

Completed Reports by Program Type



“I just know that this mentoring is so very important to improve quality care and without the help, I may have just completely gave up on the star program. I am just so very grateful for all of her help.” - FCCH Owner

Vermont Early Childhood Networks



- Regional professional peer networks meet monthly
- Membership is inclusive of all settings and roles
- Four statewide networks are offered monthly for:
 - ◆ Program Directors
 - ◆ Family Child Care Home owners
 - ◆ Infant/Toddler professionals
 - ◆ Preschool professionals
- Networks provide professional development, community events, and promote workforce recruitment and retention efforts
- A Leadership Academy for aspiring network leaders will be offered later this year

- 17 regional networks
- 4 statewide networks
- 379 members

Grants and Bonuses

Workforce grants:

- 108 to 79 unique awardees
- \$75,880 distributed

Workforce bonuses:

- 462 level credential awards to 439 awardees
- \$702,135 distributed

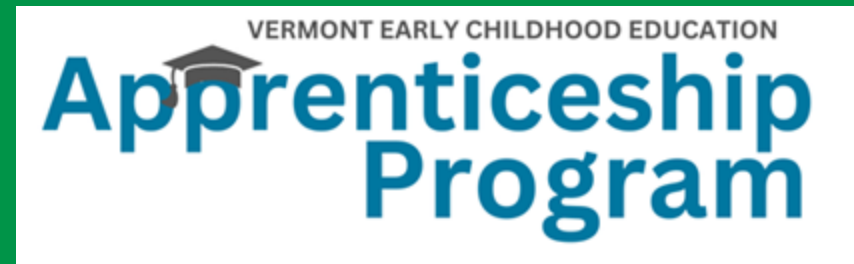
Program bonuses:

- 348 STARS bonuses to 298 awardees
- \$708,972 distributed

- 22 NAEYC/NAFCC accreditation grants and bonuses
- \$13,765 distributed

TEACH/Apprenticeship

- 181 Scholarships Awarded
(28 Apprentice, 71 AA, 27 BA, 34 AOE License)
- 25 Graduates
(5 Apprentice, 7 AA, 5 BA, 8 AOE License)
- 756 Courses Funded
(78 Apprentice, 313 AA, 298 BA, 67 AOE License)
- \$ 882,214 Scholarships & Supports
(tuition, books, release time, bonuses)



Youth Apprenticeship

2023-2024 school year:

- 6 Career and Technical Education programs
- 19 student participants

2024-2025 school year:

- 9 CTE programs
- 33 student participants



ECE Profession Progress

“In light of the significant public funding invested in early childhood education through Act 76, licensure with increased accountability and educational requirements can now be implemented in Vermont.”

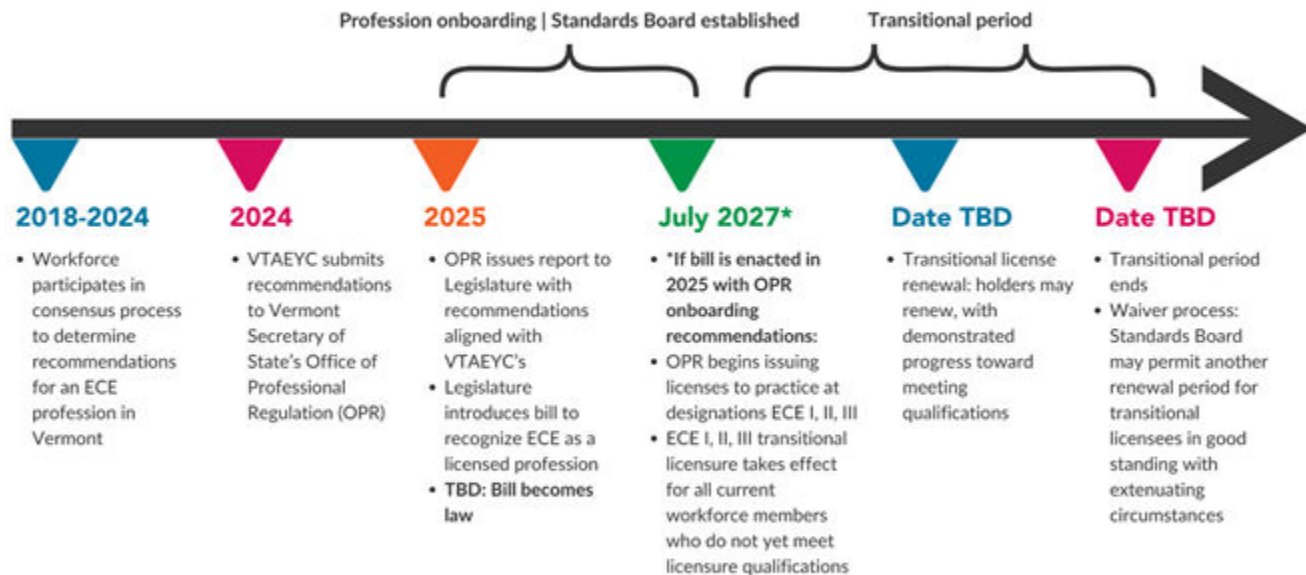
*-ECE Sunrise Report,
Office of Professional Regulation*

Elements of H.182/S.119


- Establishes three licensure designations of Early Childhood Educator (ECE) I, II, and III;
- Outlines a phased-in implementation plan;
- Creates flexible pathways that recognize experience, incorporates license portability among states; and
- Integrates accountability for meeting professional standards and adhering to ethical codes.
- The bill also includes multi-year transitional licensure for those currently in the workforce who may not initially meet increased qualifications.


Recommended Implementation Timeline for Professional ECE Licensure

according to the Office of Professional Regulation (OPR) Report



Other recommendations:

 Career Ladder incorporated in licensure qualification (timeline TBD)

 Waiver of national assessment requirement for ECEs working in a licensed or registered program (as of a specified date; TBD)

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Vermont Association for the
Education of Young Children 2/2025

Thank You!

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