



Child Care Resource

Child Care Resource Newsletter

Pre-Kindergarten Education: The Home-Based Early Care and Education Model

By
Elizabeth Meyer

Background:

Act 62 was signed into law in Vermont in 2007. It re-affirms a long-standing practice of state and local support for publicly-funded pre-kindergarten education for three- to five-year-old children by schools and private programs. While not a mandatory program for towns or children, it allows interested communities to provide limited early education services in quality settings.



In 2008, Child Care Resource designed a program to assist family home-based early care and education providers in providing pre-kindergarten education in compliance with Act 62 requirements in family home-based early care and education settings.

Benefits to children:

By participating in this pro-

gram, providers receive the training and support needed to provide high quality pre-kindergarten education in their family home-based early care and education programs.



As children develop, they benefit most from stable, caring, continuous relationships with skilled and knowledgeable teachers or caregivers. By remaining with a family home provider until Kindergarten, children can continue to receive appropriate early education experiences in a familiar, nurturing environment.

Benefits to providers:

Participating providers are better able to retain children beyond age three which contributes to program sustainability. In addition, providers receive a

yearly stipend of \$1000 to purchase program resources and/or pursue professional development that will support their ability to provide pre-kindergarten education aligned with the Vermont Early Learning Standards.

*"I am working with the Pre-K project and it is amazing. It has offered me many opportunities for growth, professionally and for my program."
~Home-based preschool partner*

How it works:

Each provider participating in the project must attain and maintain a high level of quality recognition from the State of Vermont through the Step Ahead to Recognition System (STARS).

Each week:

A highly qualified early education teacher visits the program for 3

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Child Care Resource

Jan/Feb/Mar 2010

Child Care Resource Newsletter is published quarterly through the efforts of Child Care Resource staff and is sent to all licensed and registered child care homes, centers and after school programs in the majority of Chittenden County.

Readers are encouraged to submit activity ideas, articles, reprints, and anything of interest to providers.

These should be sent to: Child Care Resource, 181 Commerce Street, Williston, VT 05495, (802) 863-3367. Your opinions and suggestions regarding content and format are always welcome.

CCR assures equal employment and services regardless of race, color, creed, sex, handicap, national origin or age in compliance with federal and state law.

Funded by the Child Development Division of DCF with additional support from the Child Care Food Program.

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Pre-Kindergarten Education: The Home-Based Early Care and Education Model

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hours to consult with the provider about:

- Developing strong curriculum intentionally designed for three and four year olds and based upon Vermont's Early Learning Standards.
- Tailoring programs to children's particular needs through the use of the Creative Curriculum Developmental Assessment.

Each month, the teacher and all the providers in the project meet (currently seven in total) to discuss progress and share ideas.

Cost:

Funding from school districts pays for the enhanced services described above. Parents simply pay the tuition they have always paid.

If you are interested in learning more about how you might become a home-based preschool partner, please contact Meghan Flanders at 863-3367 x 40.



CCR and Child Care Providers

2010 Salary Survey

Early care and education is a labor intensive endeavor. The cost of compensation for this labor is the primary factor in child care center budgets. We all know that the compensation we are able to offer makes a great difference in our ability to attract and retain staff and to sustain our programs. We also know how difficult it is to afford the compensation we'd like to offer.

Each year, during budget time, local child care center directors and administrators call Child Care Resource to see what we know about child care wages and benefits in our community. Directors want to know how their compensation compares with other centers so that they can decide how they can best attract and retain employees. Our most recent Chittenden County survey is now three years old and is in need of an update. Your participation in this updated survey will help us all.

Our last survey was done the old-fashioned way; on paper and collected through the mail. The good news is that Child Care Resource has now entered the 21st century, maybe a just little late, and so the survey has been developed and will be administered through SurveyMonkey.com. Almost every center based program in our database now has an e-mail address. We'll be sending the survey to your e-mail account.

The great thing about SurveyMonkey.com is that we can assure your response to the survey is completely anonymous. Child Care Resource will not be able to link your responses back to your center or to your e-mail address. SurveyMonkey.com will make it easy to analyze and summarize the results.

The full results of the survey will be posted on our website by early Spring 2010. The report will include:

Chittenden County averages for child care wages, health insurance costs, and time off benefits.

The percentage of programs offering various types of insurance, pre-tax benefit options, child care discounts, and support for professional development.

You'll be able to see how your center's compensation compares and will be able to make well informed decisions when budget time comes around.

If you have any questions about the survey, please contact Elizabeth Meyer at 863-3367 x 18 or Meghan Flanders at 863-3367 x 40.

Selected 2006 Survey Results

According to our 2006 survey, in Chittenden County, on average, teachers earned from \$10.00 to \$11.00 per hour while assistant teachers earned about \$9.00 per hour.

More than two-thirds of child care centers offered medical insurance to their full time employees. In addition, most of these centers paid at least part of the employees' insurance premium.

On average, full time employees received a total of 20 paid days off annually including holiday, vacation, personal, and sick time.

Activities Page

By Amy Conant

Wood Scraps

Consider collecting and letting children explore scraps of wood. As you know, most children love to explore and build with blocks. Sometimes I hear providers tell me that the children in their program are just not interested in block play anymore. To continue to encourage the cognitive benefits of block play and rekindle children's interest in this important activity, why not explore untreated lumber scraps? This activity allows children to return to skills they discovered with blocks while at the same time posing new challenges: pieces of wood that maybe aren't perfectly square (the best wood collections for children will have interesting shapes), how might I attach this piece to that piece, etc.? Each new problem is an opportunity for inquiry and discovery of possible solutions that children can be guided through and encouraged with time, support and space to problem solve.

Collecting Scrap Wood:

Send out a note to parents, they can often be your best resource when seeking out open ended materials to use with your program. It's a good idea to do this several months prior to introducing the wood scraps to the children in your program, so you have time to gather a good collection.

- Consider who you might know that does wood work or is a carpenter.
- Check in with your local high school if they have a wood shop
- Ask about scraps at your local hardware store
- Check at the Re-store / Re-SOURCE, great places to get all sorts of open-ended materials, (the Re-store and Recycle North are now joining forces and working together to gather all sorts of items that the children in your program might enjoy exploring! CHECK it out for inexpensive materials!
- Sort the wood to ensure that sliver potential is minimized. Always remember safety first!

The Restore
34 Granite St.
Barre, VT
802-477-7800

ReSOURCE
266 Pine St.
Burlington, VT
802-658-4143

Remember with any and all open ended materials you will want to give children plenty of time and materials to explore before extending with other materials, such as glue etc.

The Activities:

When exploring with wood, it's important to let children really take their time and explore, play and ask questions. Wood play needs to be a progression. You can't just hand children pieces of wood, hammers and nails and tell them to "go to town." Doing so could result in injury. The following provides ideas on developmentally appropriate wood play and extensions for pre-schoolers. The progression could and probably should take several weeks, months even, and has potential to become a huge part of your program's curriculum. Be sure to observe and record children's conversations as they explore, as their thoughts and ideas can help you ask questions to keep the gears in their brains turning and extend their exploration! Take lots of pictures to display with captions of the conversation!

Noticing and Sorting—This activity is a chance for children to explore the materials and get to know what sizes and shapes are available. Encourage them to figure out their own categories for sorting. They might come up with categories that you might not even think of. Some examples could include: shape, size, length, texture, grain, thickness...the possibilities are endless. This activity should be extended until all possible ways to sort have been exhausted by the children.

Sanding and Exploring Form - By sanding, children get to explore the unique properties of wood. It's a way for children to understand how the material needs to be processed before it can be used; and is an incredible sensory experience!

Tip: To prepare for the sanding activity, staple sand paper to blocks of wood that would fit easily into children's hands.

Experimental Building - Taking time to build without necessarily creating or expecting a finished product provides children with the chance to try out a multitude of ideas. It also stimulates the concept of three dimensions, guides children to really look at what they build from all angles and notice what looks symmetrical and asymmetrical etc. Don't shy away from using and defining such vocabulary words. Before you know it they will become a part of the children's day to day vocabulary.



Gluing -Yup, before you attempt hammer and nails it's a good idea to explore connecting pieces of wood with glue. This activity will encourage children to consider how much glue to use, how much of the surface to cover, what parts need glue on them and where the glue needs to go to connect a desired part. This stage can be frustrating and will require adult support, but remember the children should be your guide in this activity. The children's wood/glue structures can be built and added to over the course of several days. On the first day start out with maybe 5 or 6

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Activities Page (continued)

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large pieces that will serve as a base for smaller pieces. Once the base pieces have completely dried, then medium sized and smaller pieces that are a variety of shapes can be added day to day until the child determines the project is finished.

Tip: Gluing wood pieces is a CHALLENGE and can be frustrating! You will need to be there to help out and encourage. This can be a true lesson in patience as children might have to hold pieces of wood together for quite some time before they will stick and are able to add another piece of wood. Glue bottles can be really challenging in and of themselves. Consider putting glue in another container and providing brushes. Since the first day of gluing is the most difficult, perhaps a child's family member could volunteer to come in and be a part of your day and be an extra set of hands. Also encourage friends to buddy up and help each other out. Turn-tables can be useful so that children can turn their structures and see them at all angles while they create. This encourages three dimensional thinking.

Think about and discuss space:

Constructing space to look through (or negative space, space with nothing in it) is complex, challenging and an important concept. As children begin doing this encourage them to discuss how they did it and why.

Children's ideas about their work:

Have children share their stories about their structures. Try to write as much of what they say down. Perhaps coupled with photographs this could lead into a book making project....

Works cited:

Weisman Topal, Cathy and Lella Gandini. *Beautiful Stuff*. Worcester, Massachusetts: Davis Publications, Inc. 1999.

New Staff at CCR

I'd like to take a moment to introduce myself as a new **Child Care Data and Referral Specialist** at CCR. I graduated from Champlain College in 2006 with a BA of Science with a concentration in Social Work. During my college path I discovered my passion for early childhood education and began working in a childcare center in Chittenden County. I worked with children of various ages for the next six years. I used this experience with my degree to support young parents going through transitional phases at The Lund Family Center. When my family and I moved to Franklin County, I began work at Northwestern Counseling and Support Services as a Childcare Information and Referral Specialist. I spent nearly 2 years in this program which helped me broaden my knowledge of the fundamentals of early childhood education and taught me how vital quality childcare is to our communities.

I have been married for over 4 years and have a beautiful 21 month old son who has truly fulfilled my life. We recently relocated back to Addison County where both my husband and I grew up and now have returned to raise our family. I look forward to working hard and becoming part of the CCR team.

Important Subsidy News

Did you know that e-providers can now view all of their own child care certificates on-line? All you have to do is go to your *account summary page* and then scroll down and click on *documents*. If you see "subsidy voucher," click there to see the details of the certificate. You should have at least one for each child that you receive subsidy for. You can opt to print out the certificate or open it up and save it on your computer.

CCR will no longer be mailing child care certificates given the capacity to view certificates on line. If you aren't an e-provider, you can ask the parent to show you their certificate or you can contact the Subsidy Department and ask the case manager to mail you a certificate.

If you aren't an e-provider currently and want to know how to sign up, go to <https://bfishelp.ahs.state.vt.us> or call 1-800-649-2642 and ask to speak to the Help Desk.

If you have any questions, please call Kathie at 863-3367, ext. 16.

Nutrition Stimulus Package

By Rebecca Francisco

Are you a provider that already serves nutritious meals to the children in your care? Are you looking for ways to combat the rising cost of food? The Child and Adult Care Food Program (CACFP) can help. Through federal and state funding, we can provide registered homes, legally exempt child care homes and eligible centers reimbursement for the meals served to the children in their care.

Child Care Resource is one of seven sponsoring organizations for the Child and Adult Care Food Program in the State of Vermont. Enrolling in the Child Care Food Program is as easy as a visit to your home. For participating child care homes the entire training takes about 1 ½ hours. We help you complete paperwork, go over the meal requirements, and provide guidance to insure meal records are properly documented. You can start claiming meals the very next day! Your daily record keeping will take only a few minutes, and can be completed whenever is most convenient by the end of the day.

For participating child care homes the average reimbursement per month is \$265.00. You can claim up to two meals and one snack every day, and some child care providers are eligible to claim meals for their own children when child care children are in attendance. The amount of reimbursement you receive is based on a variety of factors such as the demographics of the area you live in, your personal income, or the income of the families you serve. The Child Care Food Program staff will determine your eligibility for you.

For child care centers to participate in the CACFP they must be either:

Licensed Non-Profit Child Care Center

Or

Licensed For-Profit Child Care Center that receives child care subsidies for at least 25% of it's enrolled children or its licensed capacity (whichever is less).

CCR's food program staff will administer much of the paperwork associated with the CACFP, train your staff on site, review meal requirements and even assist with meal planning. Participating child care centers can choose what meals to serve, up to 2 meals and 1 snack per day. You choose the combination that works best for your program!

In addition to reimbursement, we offer other great incentives. Your annual two hour Food Program training is free, and can even be completed in your home or center. We have an extensive collection of resources that can help you plan nutritious meals, troubleshoot eating issues, gain insight to nutritional needs and development, and lots of fun activities to share with the children. Each provider will have a designated visitor that will visit three times a year, and whom you can call with any questions. Your friendly visitor will answer nutrition related questions, provide nutrition and health related resources, and help you with your food program paperwork.

The program is truly a win, win, win!

- Your kids win because they're eating nutritious meals and snacks.
- Your child care business wins because participating in the Food Program attracts families to your child care.
- You win because the financial reimbursements help your cash flow.

If you would like more information about joining the Child Care Food Program, please contact Anna Graham at 802-863-3367 ext.32 or e-mail at agraham@childcareresource.org. Interested child care centers, please contact Nancy DeCoster at 802-863-3367 ext. 23 or email at ndecoster@childcareresource.org.

Recipes

Monastery Lentil Stew

Serves 5-6

This stew, from Frances Moore Lappé's *Diet for a Small Planet*, is delicious and rich, yet simple to make.

- | | |
|---|--------------------------------------|
| 1 T. extra-virgin olive oil | 2 c. water |
| 2 large onions, finely chopped
(I like to use a food processor for this) | 3 c. vegetable broth |
| 1 carrot, scrubbed and coarsely grated | 1 c. dried brown lentils |
| 1/2 tsp. dried marjoram | 1 tsp. salt |
| 1/2 tsp. dried thyme | freshly-ground black pepper to taste |
| 1 bay leaf | 1/4 c. dry sherry |
| 14 oz. can diced tomatoes | 1/4 c. chopped parsley |
| | Swiss Cheese |

In a large heavy pot, heat the oil over medium-high heat. Add the onions and carrots and sauté them until the onions have softened. Add the herbs and stir for a couple of minutes. Add the remaining ingredients, EXCEPT the pepper, sherry, parsley and swiss. Bring the mixture to a boil, then lower the heat, cover and simmer for 1 hour, or until the lentils are tender. Add the wine, parsley and pepper to taste. Simmer a few more minutes and serve with 2Tbs. grated swiss on top of each bowl.

Beef Barley Soup

Another tried and true, delicious soup for these cold winter days. Makes a large batch, enough to serve the same day and freeze for another.



- | | |
|--------------------------------|---|
| 1/2 c. chopped carrot | 1 c. quick-cooking barley (if using pearled, pre-cook
barley for 1 hr. in water and broth) |
| 1/2 c. chopped celery | 1 1/2 tsp salt |
| 1/2 c. chopped onion | 1/2 tsp pepper |
| 1 Tbs. butter or margarine | 1/2 tsp basil |
| 4 c. beef broth | 1/2 tsp oregano |
| 4 c. water | 1/2 c. frozen peas |
| 2 c. chopped cooked beef | |
| 1 (14.5 oz) can diced tomatoes | |

In a soup kettle or Dutch Oven sauté carrot, celery, and onion in butter until tender, about 5 minutes.

Add broth, water, beef, tomatoes, barley, salt, pepper, basil and oregano.

Bring to a boil. Reduce heat, cover and simmer for 20 minutes, stirring occasionally. Add peas and simmer uncovered for 5 minutes. Serve.

Corn Dog Muffins

Mix up a fun and easy snack that the kids are sure to love.

- 2 (8.5 oz) packages cornbread mix
- 2 Tbs. brown sugar
- 2 eggs
- 1 1/2 c. milk
- 1 c. grated cheddar
- 9 all beef hot dogs, cut into small, bite size pieces



Preheat oven to 400 degrees. Lightly grease muffin tins. Stir together the cornbread mix and the brown sugar in a large bowl. Whisk the eggs and milk together in a small bowl. Add cheese and egg mixture to dry ingredients and fold together. Spoon mixture in muffin tins until 2/3 full and add a few hot dog pieces to each. Bake in a preheated oven 14-18 minutes, or until golden brown.

Upcoming Trainings and Events

Please call Child Care Resource at 863-3367 for more information or to register.
Seminar information is also available on our website www.childcareresource.org

Friday, February 19 – Seminar B

Nobody Left To Hate - Jeanine Fitzgerald, M.A.

Qualifies for Advanced Specialized Care/Protective Service Hours.

Location: Williston Federated Church.

Saturday, March 13 – Seminar C

Islands of Happiness- Jeanine Fitzgerald, M.A.

Qualifies for Advanced Specialized Care/Protective Service Hours.

Location: Essex Alliance Church.

Around the Region:

School Age Care Trainings offered through VSACN

Call the VSACN office for details (802) 388-2853

- February 12: Stuntology, Peter Burns, Greater Burlington YMCA 6:30-8:30– Annex, Memorial Auditorium, Main St., Burlington

Stuntology

Learn how to entertain and educate at the very same time! You will learn how to play The Evil Wizard Game, Paper Bag Limbo and Potato Jousting. Peter will teach you the secret behind poking your head through a small hole in a piece of paper without ripping the paper! You will learn a way of telling 'Goldilocks and the Three Bears' that will have your audience rolling on the floor with laughter. With this workshop you receive a money back guarantee that Peter's bag of tricks will work with any audience, at any time.

Afterschool Core Competency **Area** Covered: Curriculum & Learning Environments

Afterschool Core Competency **Indicators** Covered: Curriculum & Enrichment

Afterschool Core Competency **Level** Covered: 1, 2

- March 9: Creative Curriculum, Tricia Pawlik, Child Care Resource, Williston.

Please register through Child Care Resource for this training, 863-3367

B. Creative Curriculum

This workshop will assist staff in developing a well-rounded curriculum that is age-appropriate and includes something for everyone. Participants will brainstorm ideas for themes, games, art, clubs, community service projects and more. It can be challenging to provide new and creative activities every day...come and uncover some new ideas for your program (2 hrs.)

Afterschool Core Competency **Area** Covered: Curriculum & Learning Environment

Afterschool Core Competency **Indicators** Covered: Curriculum & Enrichment

Afterschool Core Competency **Level** Covered: 1, 2, 3

- April 14: Tami Stagner, Child Centered Programming, Burlington YMCA– Annex, Memorial Auditorium, Main Street, Burlington

C. Child-Centered Programming

This workshop emphasizes the importance of child-centered programming as a way of meeting the developmental needs of school-age children. Sometimes, unknowingly, a program may be structured in a way that is conducive to meeting the needs of staff and not necessarily the needs of children. Ensuring the staff are seen as facilitators and mediators will minimize unwanted behaviors and make for a higher quality program. (2 hrs.)

Afterschool Core Competency **Area** Covered: Curriculum & Learning Environment

Afterschool Core Competency **Indicators** Covered: Interactions & Environment

Afterschool Core Competency **Level** Covered: 1, 2, 3

Announcements

Join the Vermont School Age Care Network!

The Vermont School Age Care Network (VSACN) invites you to become a member. There are many benefits to joining VSACN including national benefits from the National AfterSchool Association. This will link you to your peers throughout the country, as well as to high quality professional development and technical assistance, both locally and nationally.

Member benefits for VSACN include:

- Our online newsletter, *The Networker*
- Notice of trainings in your area
- Membership in the National Afterschool Association
- Scholarship opportunities to National and State conferences
- Training and technical assistance for your program
- Networking opportunities through VSACN's NING page



Regional training and networking events, starting Spring 2010

There are three membership levels to consider:

- Full Membership: \$60 per year
- Associate membership: \$25 per year
- Friend of Afterschool: Free

For more information regarding benefits for each level of membership and for an application, please contact VSACN at **(802) 388-2853**

We look forward to hearing from you!

What Can The Child Care Business Development Center Do For You?

The Child Care Business Development Center (CCBDC) provides free, one-on-one technical assistance to child care providers, both home and center-based, who are seeking to improve their business. Additionally, those seeking to start a child care business are also welcome. The BDC provides a variety of technical assistance in the areas of business and financial planning, budgeting, market analysis and marketing, forms and contracts, handbooks, assistance with grant writing, and STARS application completion, facility design, and more. Even if there are no specific issues with the business, the BDC can meet with providers to explore the direction the business is taking and how it can continue to meet with the providers' business goals.

Contact Barbara Petrie at 223-4425 or barbara@vclf.org with any questions.

ANNOUNCEMENTS (continued)

NEW Child Development Division Bonus System For Professional Recognition

The new bonus system reflects current professional development resources, committee input and public comments and became effective October 1, 2009.

The Child Development Division (CDD) recognizes and encourages professional growth of the early childhood and afterschool workforce in Vermont. One strategy to do this is to provide financial incentives linked to specific markers of professional achievement.

The Northern Lights Career Development Center (NLCDC) has helped Vermont early childhood and afterschool professionals by providing the NLCDC Career Ladder and new Vermont credentials and certificates are also becoming available. These new resources have contributed to this updated structure of CDD bonuses. The new system will begin October 1, 2009. The bonuses are designed to let providers know they are part of a system that values learning, accomplishments, and ongoing professional development.

Eligibility for bonuses:

- Be employed for the past 6 months by a CDD regulated child care facility
- Demonstrate a commitment to remain in the field for at least one year in Vermont
- Complete the training, degree, and/or requirements for the certificate or credential within the past 2 years
- Be a Vermont resident

Employees of public schools that are paid on the teacher salary schedule for their work in a regulated care setting are not eligible for the CDD bonuses.

The CDD recognizes that this system of bonuses is a change, and has developed a "grandmothering" policy and has streamlined the new applications.

In this new bonus system, certain credentials, certificates and teacher licensure endorsements that were not recognized for bonuses previously are now recognized, if the eligibility criteria are met.

All applications became available October 1, 2009 on the CDD website: <http://dcf.vermont.gov/cdd>

Streamlining:

To streamline the process, applicants for the NLCDC level certificates or Vermont credentials will send their applications to the Northern Lights Career Development Center. The NLCDC will process the application and then send it to the Child Development Division for a bonus, when applicable. The Child Development Division will contact applicants if further information is needed to process a bonus.

"Grandmothering" policy:

"Grandmothering" will permit the following professionals to apply under the old criteria until February 28, 2010.

If you meet the bonus eligibility criteria and received a Child Development Associate (CDA) or renewed a CDA through the Council for Professional Recognition in the past two years and have not yet received a CDD bonus; Or

If you meet the bonus eligibility criteria and have applied for a CDA or to renew a CDA through the Council for Professional Recognition by September 1, 2009 and receive the credential after October 1, 2009; Or

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ANNOUNCEMENTS (continued)

(Continued from page 9)

If you meet the bonus eligibility criteria and received a Certificate of Completion from the Vermont Child Care Apprenticeship Program in the past two years and have not yet received a CDD bonus.

Afterschool Professionals:

Currently, the process of approving the bonuses for afterschool professionals is under development. If you would like to provide comments about this, please complete the online survey at the CDD website: <http://dcf.vermont.gov/cdd>

The CDD process for this change:

Over the past two years the CDD has been evaluating all aspects of Vermont's professional development system. Through this process, a set of guiding principles was developed that have informed this new CDD bonus system. One key principle is: *Career pathways provide meaningful recognition for early childhood and afterschool professionals by offering recognition, including financial compensation, at all levels of achievement, for entry level professionals to highly experienced and qualified professionals.* The complete list of principles can be viewed at the CDD website, <http://dcf.vermont.gov/cdd>.

For questions about this change contact:

Heather Mattison, 802-241-4551 or 800-649-2642 ext. 4551

heather.mattison@ahs.state.vt.us

For questions about the requirements for the NLCDC Certificates or Credentials contact: Nancy Sugarman, 802-828-2876

nancy.sugarman@ccv.edu or visit the Northern Lights website: www.northernlightscdc.org.

Child Development Division Professional Development Bonus System for Early Childhood	
Level Achievements	AMOUNT
Northern Lights Level I Certificate (this includes completion of Fundamentals training & one year of experience), or On-the-Job Training Certificate issued by the VT DOL	\$100
Northern Lights Level II Certificate, which may include Child Development Associate (CDA) credential	\$500
First renewal of CDA (there is no bonus for subsequent renewals)	\$150
Northern Lights Level III A, which includes Registered Child Care Apprenticeship Certificate, or CCV Child Care Certificate & two years of experience	\$750
Northern Lights Level III B, which includes an Associates Degree in a related field & two years of experience	\$1,000
Northern Lights Level IV, V, VI (This can include a Bachelors', Masters', Doctorate, or PhD in a related field & two years of experience)	\$1,200 (paid in two payments six months apart)
Professional Credentials	AMOUNT
Vermont Department of Education teacher licensure with early childhood educator or early childhood special educator endorsement Northern Lights Program Director Credential – Step 3 Vermont Afterschool Professional Credential Early Childhood Family Mental Health Credential (pending) Infant-Toddler credential (pending)	\$500

¹ The CDD bonuses have eligibility requirements that are in addition to the requirements for obtaining a level certificate, degree or credential and are subject to available resources.

² Completion of each Level requires an application to VT Northern Lights Career Development Center to verify both education and experience.

³ A definition of related degrees can be found on the VT Northern Lights Career Development Center's website: www.northernlightscdc.org.



Are you working on your STARS application?



Compiling your CDA Portfolio?

We can help!

Join the STARS/CDA workgroup sponsored by Child Care Resource. This workgroup will meet the 2nd Thursday of each month at 6:30 at Child Care Resource and will be facilitated by Laura Butler and Ellen Drolette, 5 STAR Family Child Care Providers. They will be available to answer your questions, help you with applications and provide guidance and resources around STARS and CDA.

Upcoming dates are:

Thursday, February 11

Thursday, March 11

Thursday, April 8

Thursday, May 13

Providers are welcome to come on an on-going basis or to drop in as needed. **Please call Meghan at 863-3367 ext. 40 to sign up to attend any or all of the upcoming workgroups.**

Please bring your STARS or CDA materials with you.

