Notes from July 7, 2020 Governance Retreat, Part 2

*Notes taken during the meeting are in purple.*

VCPD DRAFT for Strategic Plan Outline

VCPD Values:

* The needs of the individual PD provider
* Relationships on all levels, state, regional and local
* The diverse and unique strengths, differences and needs that each PD individual, organization and/or agency brings to VCPD
* The alignment of funding streams, resources and initiatives to support the coordination and collaboration of EC PD throughout Virginia
* A PD system that is inclusive of any PD provider/organization/agency that serves B-5
* Foundational child development knowledge, professional development pathways, EI, and all other components of quality
* The involvement of higher education as a partner in a comprehensive PD system

VCPD Believes:

* Knowledge and competencies in Adult Learning theory and practice is critical to delivering high quality PD
* Engaging presentation techniques facilitates adult learning
* Practice-based coaching enables system change
* Networking to support PD providers is necessary to create a healthy cadre of PD providers (including Trainers, Technical Assistance Providers, Coaches, Mentors, etc.)
* Coordination reduces duplication
* Relationships are key to facilitate coordination and collaboration

Vision: Virginia’s young children and their families will have access to quality learning by ensuring that the early childhood work force in Virginia has the necessary skills and knowledge to provide quality educational settings that meet the needs of all young children and their families. This will be accomplished through a coordinated cross-sector culturally and linguistically appropriate professional development system. CONDENSE to ensure . . .

Mission: The Virginia Cross-Sector Professional Development (VCPD) Team collaborates to provide leadership promoting high quality, coordinated, cross-sector professional development. Our members prepare early childhood personnel to support all children (prenatal to age five) and their families in home, school, and community settings. This includes infants, toddlers, and preschoolers with disabilities and special needs; and children who experience risk factors for school readiness, economic disadvantages, and/or cultural and linguistic diversity. Bring in Sharon’s list of words. Relationships, collaboration, diverse, quality, workforce, statewide, PD, avoid duplication

Priorities:

1. VCPD is a vehicle for sharing, communication and relationship building among agency/organization EC PD providers (faculty institute?)
2. VCPD provides opportunities for EC PD providers to enhance and improve training skills (VCPD 101 and 102, training OBS & FB?).
3. VCPD promotes and supports Inclusive Practices Task Force.
4. VCPD is the leader for Practice-Based Coaching Training for EC PD Providers.
5. VCPD is the resource for informative and up-to-date EC PD research, approaches, techniques and best practice standards (website, pointers?).

Goals:

1. Connect and serve as a resource for the front line PD Provider
2. Move the needle in quality and support the workforce to provide quality PD
3. Improve visibility of VCPD among the child care community
4. Be the umbrella/driving force for PD/coaching/mentoring for all funded and non-funded providers/organizations/agencies
5. Provide Opportunities for PD providers to improve and hon their skills (ie share what they are doing/learning specific to PD and get feedback from peers
6. Provide a forum for collaboration to avoid duplication of efforts
7. Create stable funding and infrastructure to sustain VCPD
8. Facilitate data sharing and collection across agencies/organization

Strategies:

* VCPD 103, training-of-trainers virtual trainers
* Regularly scheduled opportunities for practice-based coaching
* Regularly scheduled opportunities for coaching/support for design and delivery of training

DISCUSSION:

* Number of goals no more than maybe 5-6? QRIS has TWO overarching goals.
* Coordination and collaboration are key.
* Forum—issues may change over time.
* Look at BUILD initiative.
* So many agencies have their own goals and we do not need to take those on.
* Discussion of regional membership vs. state level. Who do we want to be at table? And who is actually there?
* Over time, our focus seems to have morphed to more emphasis on child care.
* Goals need to be measurable.

\*\*\*Could goals be 1-coordination and collaboration and 2- equipping PD providers with the ability to provide high quality PD/workforce support? Third goal could address stable organizational infrastructure.\*\*\*

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| **Coordination/Collaboration:**  Regional Consortia  Right people at table  Involve Higher Ed (Faculty Institute)  VCPD Meetings  Reduce duplication and efficient use of resources  Ability to track coordination/collaboration  IPTF | **Workforce Support/PD:**  Includes training, TA and education  Improve the quality of PD  Website  Pointers for PD Providers  VCPD 101 and 102  Practice-Based Coaching  Tips for Trainers at meetings  Faculty Institute | **Organizational Infrastructure:**  Stable and Sustainable funding—through VDOE?? CCA? Need some unrestricted dollars in addition to funds limited to deliverables (e.g., Faculty Institute for EI). Balance of public/private? Remain cross-sector.  Visibility and awareness  Staff  Resources  Support for regions through regional administrative staff time  How to collect data |

How do we purposely connect with other agencies for training, development of resources, avoid silos? How are workplans with deliverables coordinated? Ex. Document for providers re: EI services. Ex. Video production for EI and HV about confidentiality

Virginia has multiple regional divisions. Not VCPD’s task to reorganize the regional structure but we could benefit from reorganization/alignment. We could advocate for alignment by sharing the challenges of offering PD with current approach.

Things don’t happen for free. VCPD 101, website, lunch at meetings. It is not magic. But then money will be tight in the future. Maybe we start charging for things. But then what’s the support for taking in funds, fiscal agent, logistics? How to do both?

TIMELINE: One more meeting to review draft. Share at September VCPD.

Next Meeting: Monday August 10, 2020 from 12:00 noon to 1:00 pm