



**Education Services
Program Advisory Committee Meeting Agenda
April 22, 2025**

RTCC Room 113

<https://meet.google.com/cgh-dpce-ges>

5:30-6:30pm

**Invited: Nancy Hutchinson, Courtney Bowen, Carrie Wright, Nika Oakes,
Clayton Squires, Alexandra McLaughlin, Annabelle Messier, Lindsey
Trombley, Alayna Chamberlin, Shyanne Otis-Keough**

Invite (sent 3/28/25)

Reminder Email (sent 4/11/25)

Reminder email (sent 4/21/25):

1. Welcome - Chancity told the group that the meeting was being recorded. Nancy Hutchinson , Courtney Bowen , and Chancity Young were in attendance. Chancity told the group Carrie Wright had emailed her to let the group know that she would not be able to attend.
2. Overview of Student Performance Data
 - a. Post Program Placement
 - 21/22 - two in the field, one of which completed some college
 - 22/23- two in college (in the field)
 - 23/24- two in the field full time,
two in college (in the field)
 - 24/25 - one will be attending college (not in the field)
 - b. Attained (IRC)
 - All students in the last four years have attained:
 - First Aid/CPR
 - Mandated Reporting

Better Kid Care - VT orientation training *

Other trainings attained:

Intro to Licensing and Basic Specialized Care

c. Attained Post-Secondary Credit (college courses)

21/22 3 out of 4 completed Intro to Early Childhood Education

1 out of 4 completed Human Development

22/23 6 out of 6 completed Intro to Early Childhood Education

6 out of 6 completed Fostering Creative Learning

4 out of 6 completed Exploratory Workplace Experience

1 out of 6 completed Intro to Child Development

1 out of 6 completed Intro to Psychology

1 out of 6 completed Intro to Business

23/24 4 out of 4 completed Intro to Early Childhood Education

4 out of 4 completed Child Development

4 out of 4 completed Communication in the ECE and

Afterschool workplace

4 out of 4 completed Supporting Young Children with

Diverse Abilities.

24/25

1 out of 1 completed Working in a Professional Environment

d. Participated in Work-Based Learning

All students who have completed the program have participated in Work Based Learning.

Chancity went over the required quality measures of the program.(attached)

3. Future of the Program

a. On hold for the 25/26 school year

The group agreed that there was definitely a need for the program based on the centers in the area that are in need of staffing. Chancity told the group that

Carrie Wright had shared some thoughts in her email.

“Why Continue the Program:

Certifications in Early Childhood Education through Career Ladder on Northernlights/CCV Hands on Experiences from infant through school age. It is very important to have practical experiences embedded into the education. Students gain a lot of knowledge by applying skills and being evaluated on that they are learning in the environment that they are interested in working in.

Can obtain college level courses before graduating

Pre-Apprenticeship Programs offered”

Nancy asked if there was going to be a true effort to bring back the program for the following year. Chancity told her that that was her understanding.

4. How to gain interest in the program?

Chancity shared Carrie’s suggestions from her email: “Building Interest: Marketing Is the tech center on social media platforms where students are scrolling through all the time? (tiktok, youtube) Strategically placing ads.”

Nancy asked what recruiting looked like the past few years. Chancity stated that there was a recruitment group that visited each home school and that we had student visits. Chancity stated that since the program was being put on hold, that it did not have student visitors this year.

Courtney inquired about if we had reached out to homeschool groups.

The group discussed the fact that the industry in general was having recruitment issues. Nancy suggested reaching out to our local state representatives to discuss this issue. She also suggested inquiring about shared services through Vermont First Children’s Finance. She stated that she would email more information regarding this.

At this time Chancity realized that she did not click the microphone button and that the meeting was being recorded without audio. Chancity then started the audio recording. The group then did a quick review of what was said before the audio was recorded.

Transcript once the audio was recorded:

Chancity: Well just to do a quick recap of what we had discussed. We went over past years and its successes and what the program has consisted of and that it has shown its quality and that a big part of this program is college classes and the work based learning part of it. We were discussing that the program is being put on hold for the next year and discussing how to gain interest in the program. Do either one of you want to say something?

Nancy: So I am going to email two people from First Children’s Finance, just to see if they have any ideas for recruitment. I recommended that you join Shared Services of Vermont and I am also going to email Michele Cursy our grant manager from Building

Bright Futures to find out if there is someone on staff that would be available or qualified to help you recruit for 2026/2027. Oh, and I also recommended that you contact our local legislators to see if there is something going on at the state level because they are doing a good job of creating more centers but without the staff it is going to be hard to staff them. I know Orange County is concerned about now how are they going to staff.

Courtney: What, where is the new place going to be?

Nancy: Oh, it is half way up Rt. 66.

Courtney: Ok

Nancy: They, there is two buildings in there. Upper Valley Services is the upper one and it's kind of a big boxy two story building, All the sidings off, all the windows are out and they just last week, I think started the renovations and I believe they are going to start by opening their preschool rooms first.

Courtney: Ok

Nancy: And I asked someone on our board who works at Orange County and they said you know what, what they open depends on what they can get for staff. Which is not what you want to hear, yea.

Chancity: It is, there is definitely the need in the area.

Nancy: I also recommended that this become a two year program where seniors get a co-op job and work so that by the time they graduate they are almost finished with their first year of experience, and that puts them higher up on the career ladder.

Chancity: Thank you so much for coming. Sorry that we didn't have additional people here.

Nancy: It's okay. I know your job is almost up. If there is....

Chancity: Yea. Even though my time here is coming to an end, ya know I still see the value in the program and working in the field. I see the value in growing future educators whether it is in early childhood or working with older children. I have seen what it has done for my students that came in and didn't say .., to you because they were too shy or scared to do that. And I see where they are now, or see students who

didn't think they could take a college class and now they are on their way to earning a degree.

Nancy: You know maybe for recruitment for next year you could use students. And I have students too. I have a student who is getting their PHD.

Courtney: What?

Nancy: Yea, she has got her own business. She lives over in Middlebury, I think. So, I know Kaden and Summer Spaudling is now the preschool teacher at....

Chancity: She is my daughter's teacher.

Nancy: She was one of my students my first year. I just saw her last week. She might want to sub at our child care center in the summertime. So you could use past students to do the recruitment. And they are going to be a lot more confident than they were when they were here so.

Courtney: Good idea.

Chancity: Yea, I mean even to see the change once they have been out a year or two, you can see that change in them. They have gained that knowledge and confidence.

Nancy: Yes.

Chancity: (speaking to Courtney) And thank you for being willing to be part of this program. I know we came to visit when we had students. I loved that it was easy to join in with a small group. It let them know it's not that scary.

Courtney: ...

Chancity: I was hoping that I would have a group this year of pre- tech students that wanted, but we didn't have student interest. I wanted to ... It is a non threatening way of getting their feet wet. They also have so much fun when working with. I mean I know we the year before last had some students do reading buddies at the elementary school we had different programs join us. You know they enjoyed it more than they thought they would. It wasn't something that they wanted for a career, but it was a good experience.

Courtney: Yep

Chancity: So if you have any ideas you can email me.

Nancy: Do I have, what's your email, (after the school year)?

Chancity: I think you have it, it's just my first and last name.

Nancy: At...

Chancity: At gmail.

Nancy: At gmail. When is school out?

Chancity: I think the 12th.

Nancy: The 12th of June.

Chancity: Thank you.

Education

Required Quality Measures: Only One Option

Option 1

1. 6 College Credits

Required Safety Trainings

1. Mandated Reporter Training
2. CPR/AED
3. First Aid

Education- College Classes to Choose From

1. (CCV) Intro to Human Services
2. (CCV) Intro to Sociology
3. (CCV) Human Growth + Development
4. (CCV) Intro to ECE
5. (CCV) Child Development
6. (CCV) Fostering Creative Learning
7. (CCV) Intro to PSY
8. (CCV) Supporting Children w/ Diverse Abilities
9. (CCV) Communication in the ECE and Afterschool Workplace
10. Consult the AOE for additional options.