

House Committee on Government Operations and Military Affairs

# H.472 Testimony

Re: section relating to the licensure of early childhood educators

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Education as a Profession  
Initiative*



Vermont Association for the  
Education of Young Children

An Affiliate of **naeyc**<sup>®</sup>

# Defining Early Childhood Education and Who We Are Regulating



# Where Young Children Are

## Unregulated Settings



### Home

Immediate family  
or nanny



### Friend or Family Care

Max 3 families,  
including provider's family

## Regulated Settings



### Family Child Care Home Program

Regulated by CDD  
6 weeks - 5 years  
Full-time+  
Eligible for Act 76 funding



### Center-Based Child Care Programs

Regulated by CDD  
6 weeks - 5 years  
Full-time+  
Eligible for Act 76 funding



### Public Pre-K Program

Regulated by CDD and AOE  
3-5 years  
10+ hours/week  
Public education funding

★ H.472 would license educators in state-regulated, non-public child care settings.

# Where Early Childhood Educators Are

## CDD Regulated, Non-Public

## Public School Pre-K

12 Month Calendar	Type of Year	Academic Calendar
\$	Wages and Benefits	\$\$\$
40+	Hours Per Week <i>(families are entitled to care)</i>	10+
6 Weeks	Starting Ages	3 Years
\$ – \$\$\$\$ <i>(depending on CCFAP eligibility)</i>	Cost to Families	None
Families, CCFAP, Head Start	Funding Source	State Education Fund
No	Individually Regulated	Yes

H.472 would license educators in CDD-regulated, non-public child care settings.



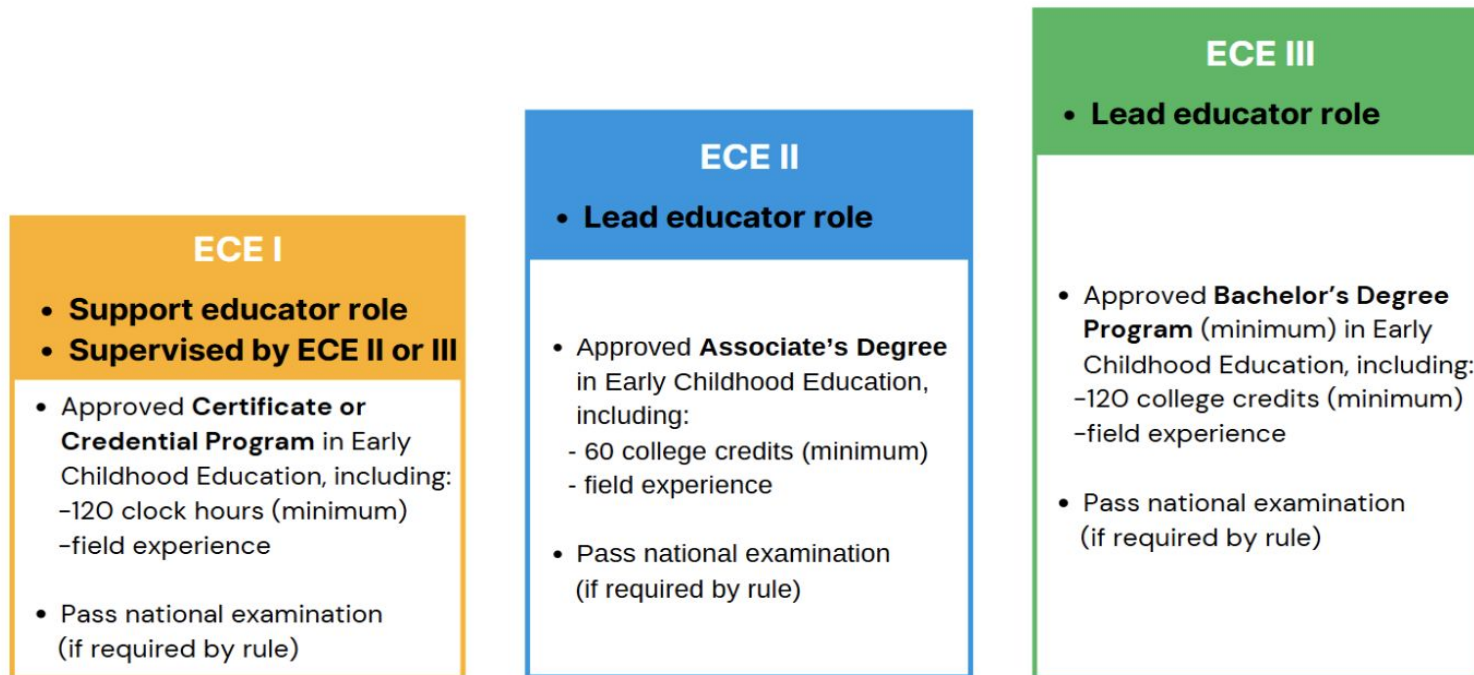
# Why A License to Practice?

- Clarity and career pathways:  
Lessons learned from the nursing profession
- Accountability and public investment:  
With public funding (through Act 76) comes public accountability
- Increased qualifications lead to improved child outcomes



# Three Designations:

## Increased Qualifications→Improved Child Outcomes



*Image: OPR Sunrise Report, p. 3*

# ECE III Is Essential To The System

- Opposition is from *outside* child care workforce proposed to be regulated by H.472
- ECE III moves Vermont toward national standards, according to NIEER and state's Pre-K Implementation Committee Report

# NIEER 2024 State of Preschool Vermont

## Vermont Quality Standards Checklist

Policy	Requirement	Benchmark	Meets Benchmark?
Early Learning & Development Standards Benchmark	Comprehensive, aligned, supported, culturally sensitive	Comprehensive, aligned, supported, culturally sensitive	<input checked="" type="checkbox"/>
Curriculum Supports Benchmark	Approval process & supports	Approval process & supports	<input checked="" type="checkbox"/>
Teacher Degree Benchmark	BA (public); BA for lead teacher, AA for classroom teacher (nonpublic)	BA	<input type="checkbox"/>
Teacher Specialized Training Benchmark	ECE, CD, Elem. Ed. with ECE, ECE SpEd	Specializing in pre-K	<input checked="" type="checkbox"/>
Assistant Teacher Degree Benchmark	HSD	CDA or equivalent	<input type="checkbox"/>
Staff Professional Development Benchmark	6 credit hours/5 years (teachers); 15 hours/year (assistants); PD plans; Coaching (public & some nonpublic)	For teachers & assistants: At least 15 hours/year; individual PD plans; coaching	<input type="checkbox"/>
Maximum Class Size Benchmark	20 (3- & 4-year-olds)	20 or lower	<input checked="" type="checkbox"/>
Staff to Child Ratio Benchmark	1:10 (3- & 4-year-olds)	1:10 or better	<input checked="" type="checkbox"/>
Screening & Referral Benchmark	Vision, hearing, health & more	Vision, hearing & health screenings; & referral	<input checked="" type="checkbox"/>
Continuous Quality Improvement System Benchmark	Structured classroom observations; Data used for program improvement	Structured classroom observations; data used for program improvement	<input checked="" type="checkbox"/>

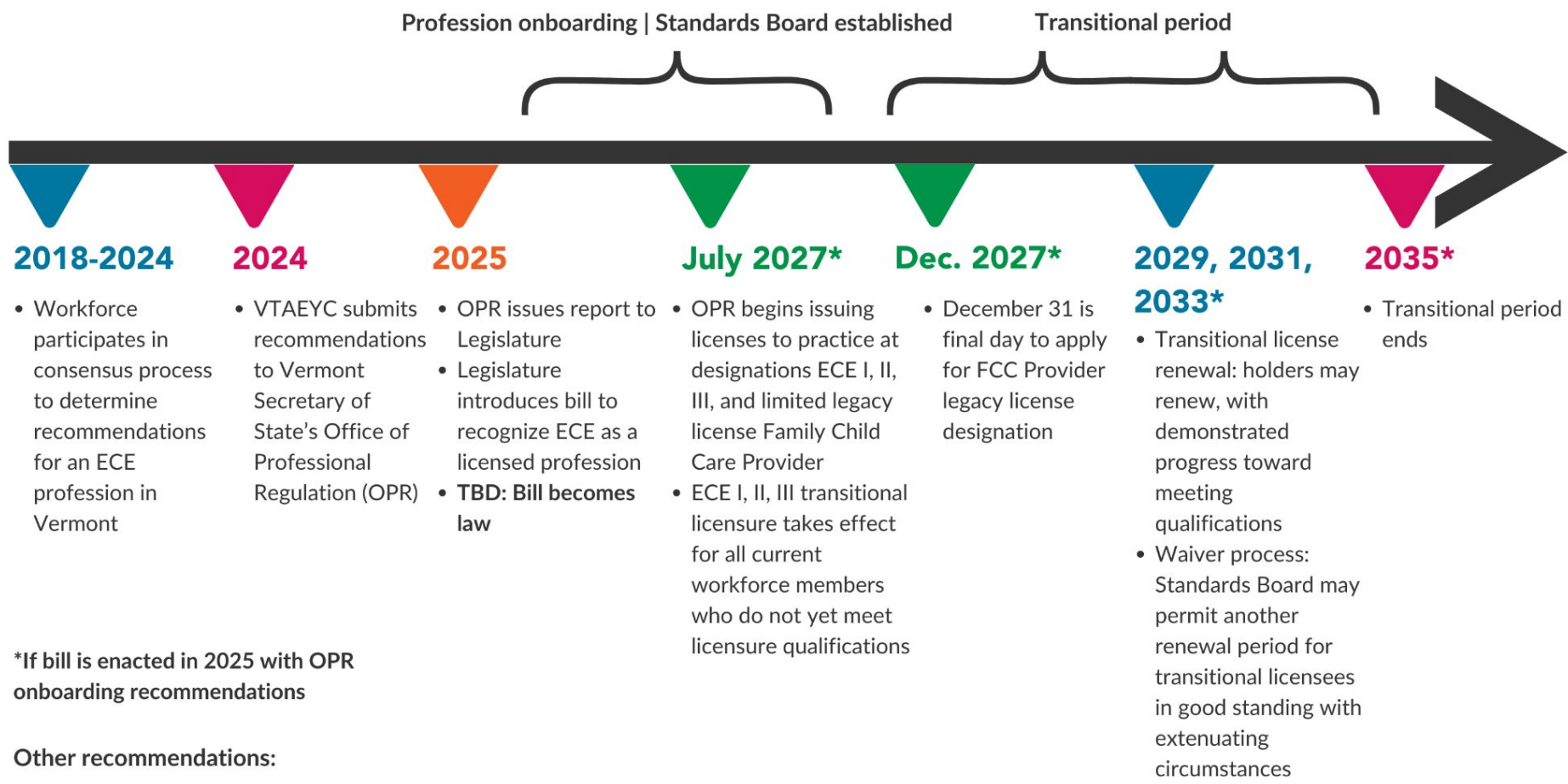


# Honoring Our Workforce





# Implementation Timeline for Professional ECE Licensure

Revised according to H.472

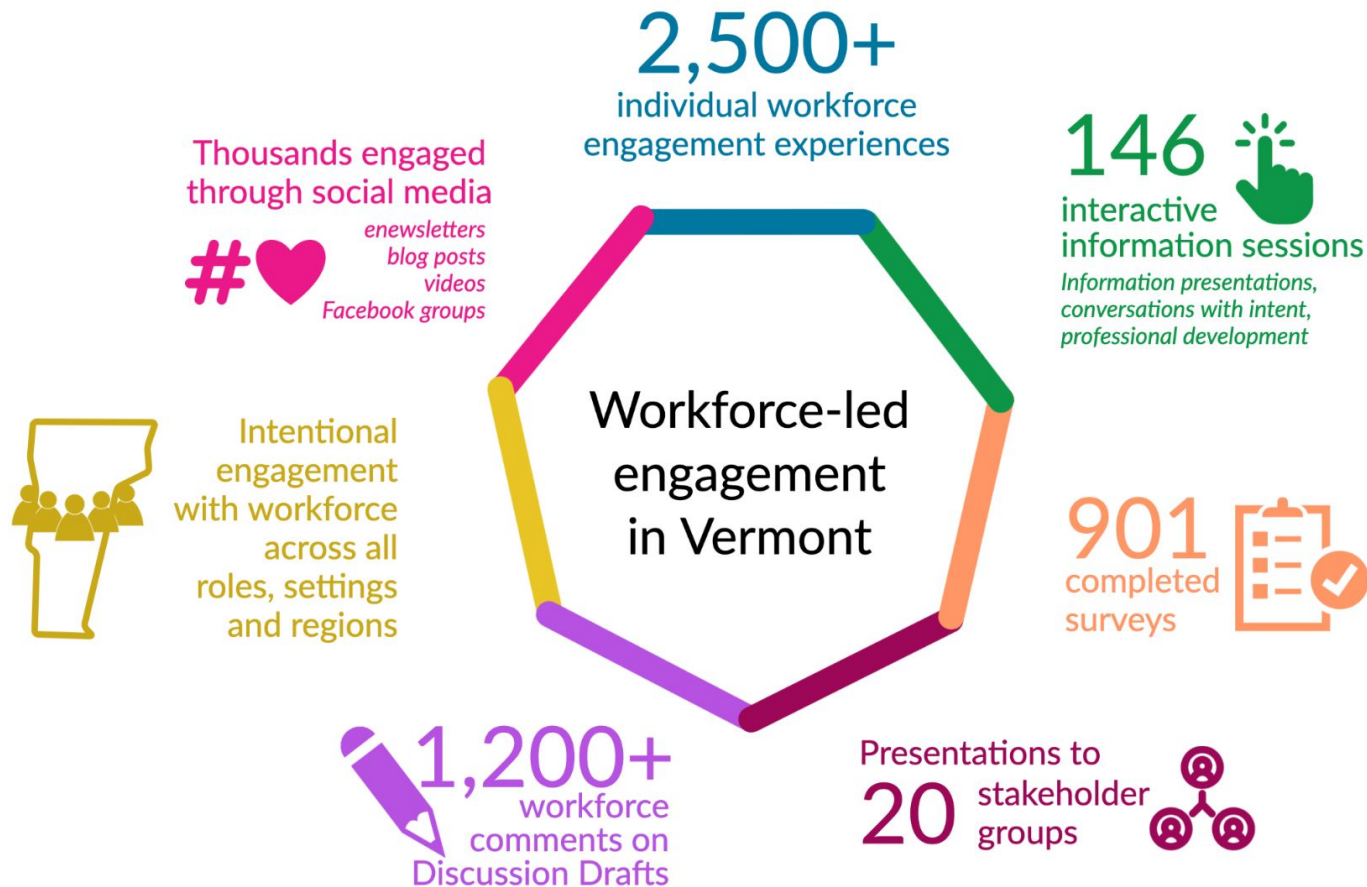


\*If bill is enacted in 2025 with OPR onboarding recommendations

Other recommendations:

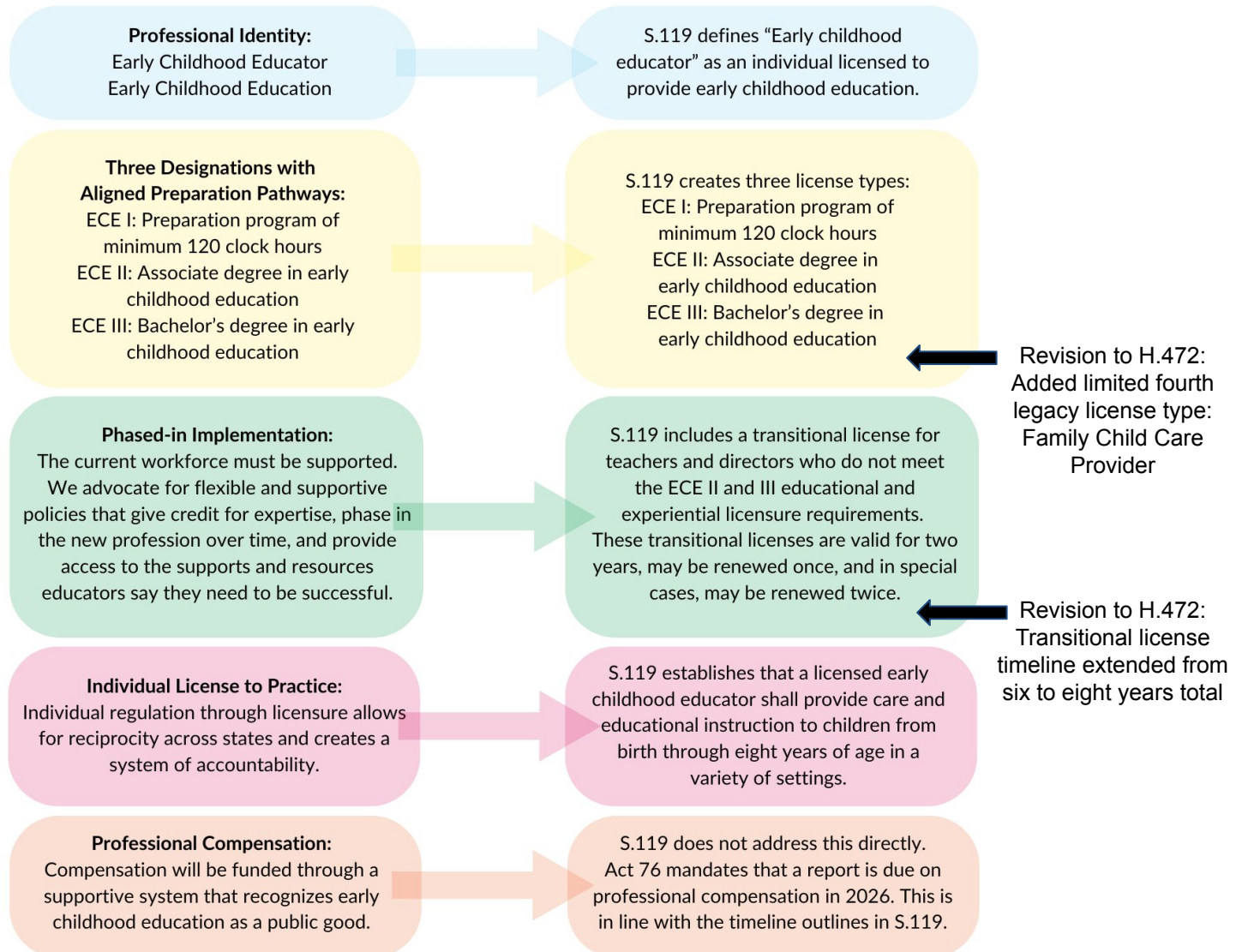
-  Career Ladder incorporated in licensure qualification (timeline TBD)
-  Waiver of national assessment requirement for ECEs working in a licensed or registered program (as of a specified date; TBD)

# Workforce Engagement in Developing Recommendations (2018-2022)



# Vermont Workforce Recommendations

# H.472 (as S.119) Language and Revisions





# VTAEYC Supports H.472



"...Professional regulation of individual Early Childhood Educators working with children from ages 0 to 8 will yield substantial benefits to children.

The benefits include improved comprehensive physical and emotional development and health as the result of well-prepared educators who demonstrate the requisite education, experience, and competencies to work in the field."

- p. 36, *Early Childhood Education Sunrise Review Assessment, OPR*



# Thank You!

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