Hawaii CSPD Goals & Objectives

Recruitment & Retention
- Develop comprehensive recruitment strategies using multiple data sources.
  - Identify current recruitment strategies
  - Assess the effectiveness of current recruitment strategies
  - Conduct a systematic review of other recruitment strategies
  - Develop a list of effective recruitment strategies
- Develop comprehensive retention strategies using multiple data sources.
  - Identify current retention strategies

Leadership and Sustainability
- Create a CSPD leadership infrastructure.
  - Ensure cross-sector representation
  - Establish a management process for teams
  - Establish a sustainability plan
  - Create a CSPD marketing & outreach plan
- Align integrated CSPD with state policies and other EC initiatives
  - Increase understanding of current EC workforce policies and initiatives
  - Align personnel **standards** across early childhood sectors.

Standards
- Align state professional **standards** to **EIECSE standards**
  - Establish definitions for certification, licensure & endorsement in Hawaii
  - Identify commonalities and gaps between current state and EIECSE **standards** across disciplines
  - Strategies to address identified gaps

Preservice
- Ensure preservice preparation programs across disciplines align to national **professional standards**
  - Identify and Hawaii preservice preparation programs
  - Identify **core competencies** for each program
  - Map coursework across programs
  - Crosswalk preservice programs and curricula to **EI/ECSE Personnel Standards** & cross disciplinary **competencies**

Inservice
- Ensure statewide systems for in-service PD and TA are aligned and coordinated across disciplines
  - Crosswalk of current training and TA initiatives that align across systems
  - Develop rubrics to align PD content to the **DEC Recommended Practices** and six features of effective PD
  - Develop family needs assessment
  - Identify gaps in training
  - Address training gaps

Evaluation
- Develop mechanisms to collect and analyze data across all 6 subcomponents
  - Develop a CSPD logic model for team leads to follow
  - Develop evaluation questions, identify data sources, methods, person responsible, timelines and milestones for the evaluation plan
  - Develop a checklist for milestone indicators
- Ensure evaluation plan is monitored and revised as necessary
- Use evaluation findings to inform state stakeholders, workgroup, practice inputs
  - Develop a dissemination plan for products and materials developed by the subcomponent workgroups