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

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

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

Hawaii CSPD Goals & Objectives