Building a Comprehensive System of Personnel Development (CSPD)
For State Systems Serving Infants and Young Children with Disabilities and Their Families

ECPC Home | The Early Childhood Personnel Center (ecpcta.org)
If we want improved outcomes for infants and young children with disabilities and their families, then......

Theory of Action

States have high quality CSPD → More EC leaders and practitioners have the requisite knowledge and skills → Improved effectiveness of EI, ECSE, and EC services and supports → Improved outcomes for children and families

How improved CSPD leads to improved outcomes
Purpose of the Early Childhood Personnel Center

to facilitate the implementation of *comprehensive systems of personnel development (CSPD)* for all disciplines serving infants and young children with disabilities and their families
COMPREHENSIVE SYSTEM OF PERSONNEL DEVELOPMENT

Leadership, Coordination & Sustainability
Structures for ongoing support of all personnel development activities

Inservice Training
Ongoing learning activities to maintain and build the competence of the EC workforce

Evaluation
Plans for evaluating each subcomponent of the CSPD

Recruitment and Retention
Strategies to identify, hire and maintain a qualified workforce across sectors and discipline

Preservice Training
Formal program of study at an IHE to prepare for the EC workforce

Personnel Standards
Discipline specific knowledge, skills and competencies for the EC workforce

Early Childhood Personnel Center
Early Childhood Personnel Center

• Develop state Part C and Part B/619 coordinator’s leadership skills and use TA effectively

• Build the state leaders capacity to lead systemic improvement efforts

• Identify opportunities to actively engage in broader early childhood initiatives

• Build more effective and sustainable state systems that can support a competent early childhood workforce
Relationship Among Phases of TA Development

**Universal:**
Dissemination of Resources, Materials & Tools via Website, and other Modes

**Targeted:**
IHE Faculty, Doctoral Students & PD Providers
Part C/Part B 619, EC administrators, and Families

**Intensive:**
State EC Systems Leadership

**Identify or Develop:**
- Research Reviews & Syntheses
- Database on Personnel Standards
- Discipline and Cross-disciplinary Standards
- Targeted Needs Assessments
- Think Tanks
- Workgroups
- Assessment of CSPD Framework
- Social Validation of Findings

**Knowledge Development & Advancement**

**Resources, Materials & Tools**
- Self Assessment of CSPD Framework
- TA Readiness Tool
- TA Fidelity Tool
- Practice Guides & Checklists
- Interactive Web Tools
- EB Articles, Briefs
- Video Library
- Presentations, Webinars & Workshops
- Innovation Configurations Enhancement Modules
- Self Assessment of CSPD Framework
- Social Validation of Products

**Technical Assistance**
Enhanced Funding!!!!

• So Now What?
“I think you should be more explicit here in step two.”
“What if we don’t change at all ... and something magical just happens?”
Strategic Leadership

Being at the Right Place at the Right Time

And Doing The Right Thing
Considerations For Funding

• Build Long Term Capacity

• Aim for Sustainability

• Collaborate with Like Minded Colleagues
Suggestions

• Strategically Think and Plan

• Build Infrastructure
  • Workforce Registry
  • Individual online PD plans and systems
  • Credentialing Systems
  • IHE Councils
  • Hierarchy Of Workforce Members/Disciplines by Competencies
  • Create Leaders
Workforce Development

• Where are you now?

• Where do you want to be?

• What will it take to get there?