Hawaii Comprehensive System of Personnel Development (CSPD) Logical Model

CSPD Mission: Hawaii will create an integrated Comprehensive System of Personnel Development (CSPD) that will result in a collaborative, knowledgeable and highly qualified workforce. This workforce will provide culturally and linguistically responsive early learning services to **keiki birth to five years, with special needs and their ohana** that are linked to national standards and integrated within personnel systems in our State.

| Why (Objectives) | What (Inputs) | How (Processes) | | Outcomes | Impact |
|--|---|--|--|---|--|
| CSPD Vision: Hawaii will have a highly qualified sustainable professional workforce that is culturally and linguistically responsive to Hawaii's keiki birth to five years, with special needs and their ohana. | | Subcomponent (SUB-C) 6. Evaluation plan includes processes and mechanisms to collect, store, and analyze data across 6 components. | | | Impact on Families Children and families prepared for kindergarten |
| Child Children receive early childhood (EC) services to prepare them for kindergarten Workforce Promote professional and workforce | Hawaii Early Intervention and Early Childhood Action Strategy as the CSPD "backbone" organizations to provide leadership and promote sustainability | GOAL 1. To have an evaluation plan for CSPD that includes processes and mechanisms to collect, store, and analyze data across all 6 subcomponents. OBJECTIVES 1.1. Develop CSPD logic model for team | Subcomponents: 1. Leadership, coordination, sustainability includes representation and in- depth knowledge, authority, & influence for each service sector. 2. State personnel standards define the knowledge, skills, & | Workforce Outcomes Increase competencies and retain number of professionals Develop a systematic interagency approach to work force development | Families equipped with life skills to advocate and support their child Impact on Workforce Strengthen Pathways for Professional Development Increase efficiencies |
| development and retention for EC statewide | •Leverage and Integrate resources across agencies using | leads to follow. GOAL 2. Evaluation | competencies of the early childhood workforce. | System Outcomes •Strengthen resources | •Retention of professionals |
| System Create a shared professional standards and data system to ensure quality | a Comprehensive System of Personnel Development (CSPD) •Apply the Early Childhood Personnel Center (ECPC) Model and TA to guide systems change | plan is implemented continuously monitored and revised as necessary based on multiple data sources. OBJECTIVES 2.1. Develop system to continuously monitor progress | 3. Pre-service Personnel Development includes education and training that occurs prior to obtaining a college degree and entering the workforce. 4. In-service Personnel Development focuses | and coordinate best practice •Develop funding streams to increase system capacity and sustain efforts | Systems Impact Increase capacity and efficiency Reduce duplication of effort through interagency partnerships Promote/sustain high |
| Co-Leads: Dr. JoAnn Yuen, Keiko Nitta | | and revise activities 2.2. Develop infographics and messaging to share information and data | on evidence-based intervention practices, knowledge and skill competencies. 5. Recruitment and Retention | | quality care |