## 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)

**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.*

### What (Inputs)

**System**
- Create a shared professional standards and data system to ensure quality

**Child**
- Children receive early childhood (EC) services to prepare them for kindergarten

**Workforce**
- Promote professional and workforce development and retention for EC statewide

### How (Processes)

**GOAL 1.** To have an evaluation plan for CSPD that includes processes and mechanisms to collect, store, and analyze data across 6 subcomponents.

**OBJECTIVES**
1. Develop CSPD logic model for team leads to follow.

**GOAL 2.** Evaluation plan is implemented continuously monitored and revised as necessary based on multiple data sources.

**OBJECTIVES**
1. Develop CSPD logic model for team leads to follow.

**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, & competencies of the early childhood workforce.
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 on evidence-based intervention practices, knowledge and skill competencies.
5. Recruitment and Retention

### Outcomes

**Workforce Outcomes**
- Increase competencies and retain number of professionals
- Develop a systematic interagency approach to workforce development

**System Outcomes**
- Strengthen resources and coordinate best practice
- Develop funding streams to increase system capacity and sustain efforts

### Impact

**Impact on Families**
- Children and families prepared for kindergarten
- Families equipped with life skills to advocate and support their child

**Impact on Workforce**
- Strengthen Pathways for Professional Development
- Increase efficiencies
- Retention of professionals

**Systems Impact**
- Increase capacity and efficiency
- Reduce duplication of effort through interagency partnerships
- Promote/sustain high quality care

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**Subcomponent (SUB-C) 6. Evaluation plan includes processes and mechanisms to collect, store, and analyze data across 6 components.**