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)

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

Workforce
Promote professional and workforce development and retention for EC statewide.

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

How (Processes)

Subcomponent (SUB-C) 1. Leadership, coordination, sustainability includes representation and in-depth knowledge, authority, & influence for each service sector.

GOAL 1. Create a CSPD leadership infrastructure. (QI 1 & 2)
OBJECTIVES:
1.1 Expand team to ensure a complete cross-sector leadership team will be in place (QI 1a)
1.2 Establish a management process for teams (QI 1c,e,f)
1.3 Establish a sustainability plan for HI CSPD (QI 2f)
1.4 Create marketing & outreach plan (Q1 h)

GOAL 2. Align integrated CSPD with state policies and other EC initiatives. (QI 1)
OBJECTIVES:
2.1. Increase understanding of current EC workforce policies and initiatives (QI 1 c,e,f)
2.2 Align personnel standards across early childhood sectors. (QI 1 c,e,f)

Outcomes

Workforce Outcomes
- Increased # of providers who possess knowledge, skills and competencies that reflect national standards. (DASY 4, 6, 15, 16)

System Outcomes
- A cross sector leadership team is in place that can set priorities and make policy, governance, and financial decisions related to the personnel system. (QI 1)

Impact

Impact on Children
- Increased # of children who have positive social-emotional skills.
- Increased # of children who can acquire and use knowledge and skills.
- Increased # of children who use appropriate behaviors to meet their needs.

Impact on Families
- Increased # of families who know their rights and advocate effectively for their child.
- Increased # of families who understand their child’s strengths, abilities, and special needs.
- Increased # of families who can help their child develop and learn.