### 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.

<table>
<thead>
<tr>
<th>Why (Objectives)</th>
<th>What (Inputs)</th>
<th>How (Processes)</th>
<th>Outcomes</th>
<th>Impact</th>
</tr>
</thead>
</table>
| **Child** | Children receive early childhood (EC) services to prepare them for kindergarten | **Subcomponent (SUB-C) 3. Pre-service Personnel Development** includes education & training that occurs prior to obtaining a college degree and entering the workforce. | **GOAL 1. Preservice preparation programs** (IHE, for profit and non-profit personnel preparation programs) prepare professionals across disciplines to demonstrate with national organizations, state and national professional standards. **OBJECTIVE**
1. Identify and compile all Hawaii based preservice preparation programs, SPED, SLP, Gen Ed, birth to 5.
1.2. Identify and compile core competencies for each program.
1.3. Identify program entrance requirements.
1.4. Map required coursework across programs.
1.5. Develop crosswalk of preservice programs and curricula to EI/ECSE Personnel Standards. | **Workforce Outcomes**
• Increase # of providers graduating from IHE programs (example) | **Impact on Families**
• Children and families prepared for kindergarten |
| **Workforce** | Promote professional and workforce development and retention for EC statewide | **GOAL 2. Preservice preparation programs** (IHE, for profit and non-profit personnel preparation programs) address early childhood development and discipline specific pedagogy. | **System Outcomes**
• Institutions of higher education (IHE) programs and curricula across disciplines are aligned with both national professional organization personnel standards and state personnel standards. (Quality Indicator PNS) |
| **System** | Create a shared professional standards and data system to ensure quality | | **Impact on Workforce**
• Strengthen Pathways for Professional Development
• Increase efficiencies
• Retention of professionals |

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**Evaluation Team:** Brik White

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