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 birth to five year old keiki and their ohana.

What (Inputs)

- Hawaii Early Intervention and Early Childhood Action Strategy as the CSPD “backbone” organizations to provide leadership and promote sustainability
- Leverage and Integrate resources across agencies using a Comprehensive System of Personnel Development (CSPD)
- Apply the Early Childhood Personnel Center (ECPC) Model and TA to guide systems change

How (Processes)

GOAL 1. Statewide systems for in-service PD and TA are aligned and coordinated across disciplines.

OBJECTIVES:
1. Develop crosswalk of current training and TA initiatives that align across systems.
2. Develop and use rubrics to align PD content DEC RP and to six features of effective PD.
3. Develop family needs assessment.
4. Identify from the crosswalk and rubrics what are the gaps in training.

Subcomponent (SUB-C) 2. State personnel standards define the knowledge, skills, & competencies of the early childhood workforce.

Outcomes

Workforce Outcomes
- Increase # of providers following national professional organization personnel standards (example)

System Outcomes
- State personnel standards across disciplines are aligned to national professional organization personnel standards. (Quality Indicator PN3)
- Criteria for state certification, licensure, credentialing and/or endorsement are aligned to state personnel standards and national professional organization personnel standards across disciplines. (Quality Indicator PN4)

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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