

What is a Comprehensive System of Personnel Development (CSPD)?

A system designed to address the challenges faced in the Early Childhood (EC) workforce, including:

- Shortages of personnel
- Need for additional training at both the pre-service and in-service levels
- Inconsistent alignment of state and national competencies and standards
- Challenges faced by EC personnel due to the diversity of needs of young children and their families
- Inequities of preparation and compensation among those providing services

An effective system must:

- Coordinate and address state needs for quantity and quality of EC personnel and their degree of support required
- Acknowledge the need for coordination between pre-service and in-service to ensure the consistent use of evidence-based practices
- Monitor progress through ongoing evaluation to assess the capacity to implement program quality standards that result in improved outcomes for children and families



What does the Leadership, Coordination and Sustainability Subcomponent Workgroup do?

This subcomponent workgroup develops a state team that is diverse in representation from all aspects of the system; advocates for resources, makes decisions and sets priorities for PD, solicits feedback; monitors efficiency and effectiveness of the CSPD.

The Leadership workgroup does the following:

- Obtains agency leadership approval.
- Establishes strategic planning team (SPT) and workgroups.
- Gathers information and shares with SPT.
- Examines current policies and state initiatives to identify opportunities for collaboration and coordination of resources.
- Advocates for and identifies resources for cross-sector priorities and activities.
- Creates a vision and mission with stakeholder input.
- Plans for and ensures funding and resources are available to sustain implementation of CSPD.
- Monitors CSPD implementation and effectiveness of the activities of the CSPD plan.

Why is the Leadership, Coordination and Sustainability workgroup important?

It provides a structure for the development of a CSPD and is essential to high quality, sustained implementation of a state's CSPD.

Who is on the Leadership, Coordination and Sustainability Workgroup?

Representatives include:

- State Part C and Part B/619 Coordinators
- Family Member
- Early Care and Education Programs
- Institute of Higher Education Faculty & UCEDD Staff

Quality Indicators: Leadership, Coordination and Sustainability

Quality indicators were developed by The Early Childhood Technical Assistance Center (ECTA) to support states in understanding the specific tenants needed for a Comprehensive System of Personal Development (ECTA, 2015). The self assessment guides States in the planning, development, implementation and evaluation of a CSPD. The quality indicators, listed below, are specific to the work of the ECPC CSPD subcomponent group: **Leadership, Coordination and Sustainability**.

Quality Indicator 1: A cross sector leadership team is in place that can set priorities and make policy, governance, and financial decisions related to the personnel system.

- The composition of the leadership team represents key partners from cross-sector early childhood systems, technical assistance programs, institutions of higher education, parent organizations as well as any other relevant stakeholders across disciplines.
- Additional stakeholder input, including from families, is actively solicited and considered by the leadership team in setting priorities and determining governance decisions.
- The leadership team members are aware of other related early childhood and school-age personnel development systems and align efforts when appropriate.
- The leadership team develops an overall vision, mission, and purpose for the CSPD and makes decisions and implements processes that reflect these.
- The CSPD vision, mission, and purpose are aligned with the overall early intervention and preschool special education systems.
- The leadership team examines current policies and state initiatives to identify opportunities for collaboration and the coordination of resources, including ongoing and sustained funding across cross-sector early childhood systems.
- The leadership team advocates for and identifies resources for cross-sector priorities and activities.
- The leadership team disseminates information on the CSPD plan to relevant public and private audiences.

Quality Indicator 2: There is a written multi-year plan in place to address all sub-components of the CSPD.

- The development and implementation of the CSPD plan is based on the specific vision, mission, and purpose for a CSPD.
- The CSPD plan is aligned with and informed by stakeholders' input, national professional organization personnel standards, state requirements, and the vision, mission, and purpose of the cross-sector early childhood systems involved in the CSPD.
- The CSPD plan articulates a process for two-way communication between stakeholders and the leadership team for soliciting input and sharing information on the implementation of activities.
- The leadership team monitors both the implementation and effectiveness of the activities of the CSPD plan.
- The leadership team plans for and ensures that funding and resources are available to sustain the implementation of the CSPD plan.

References

¹Early Childhood Personnel Center (n.d.). *Guide to Intensive Technical Assistance*. <https://ecpcta.org/cspd/>

²Early Childhood TA Center (2015). *A System Framework for Building High-Quality Early Intervention and Preschool Special Education Programs*. Retrieved from <https://ectacenter.org/sysframe/>