

Building a Comprehensive System of Personnel Development (CSPD)

For State Systems Serving Infants and Young Children with Disabilities and Their Families

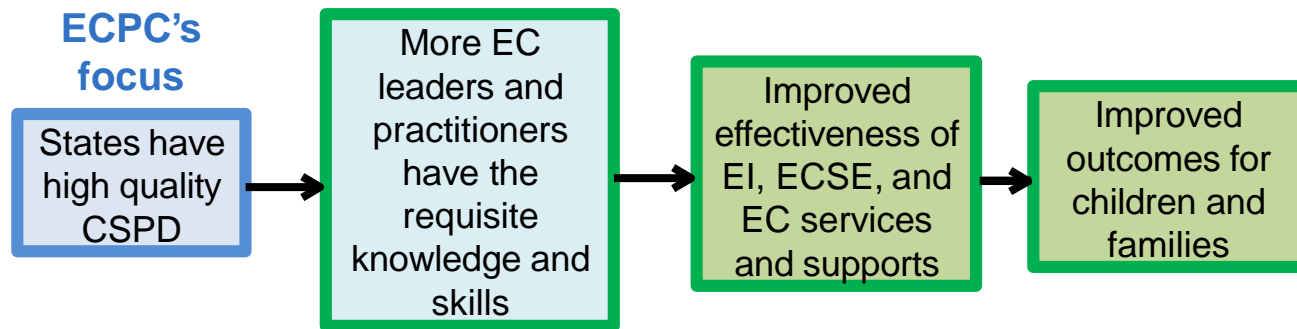
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If we want improved outcomes for infants and young children with disabilities and their families, then.....

Theory of Action

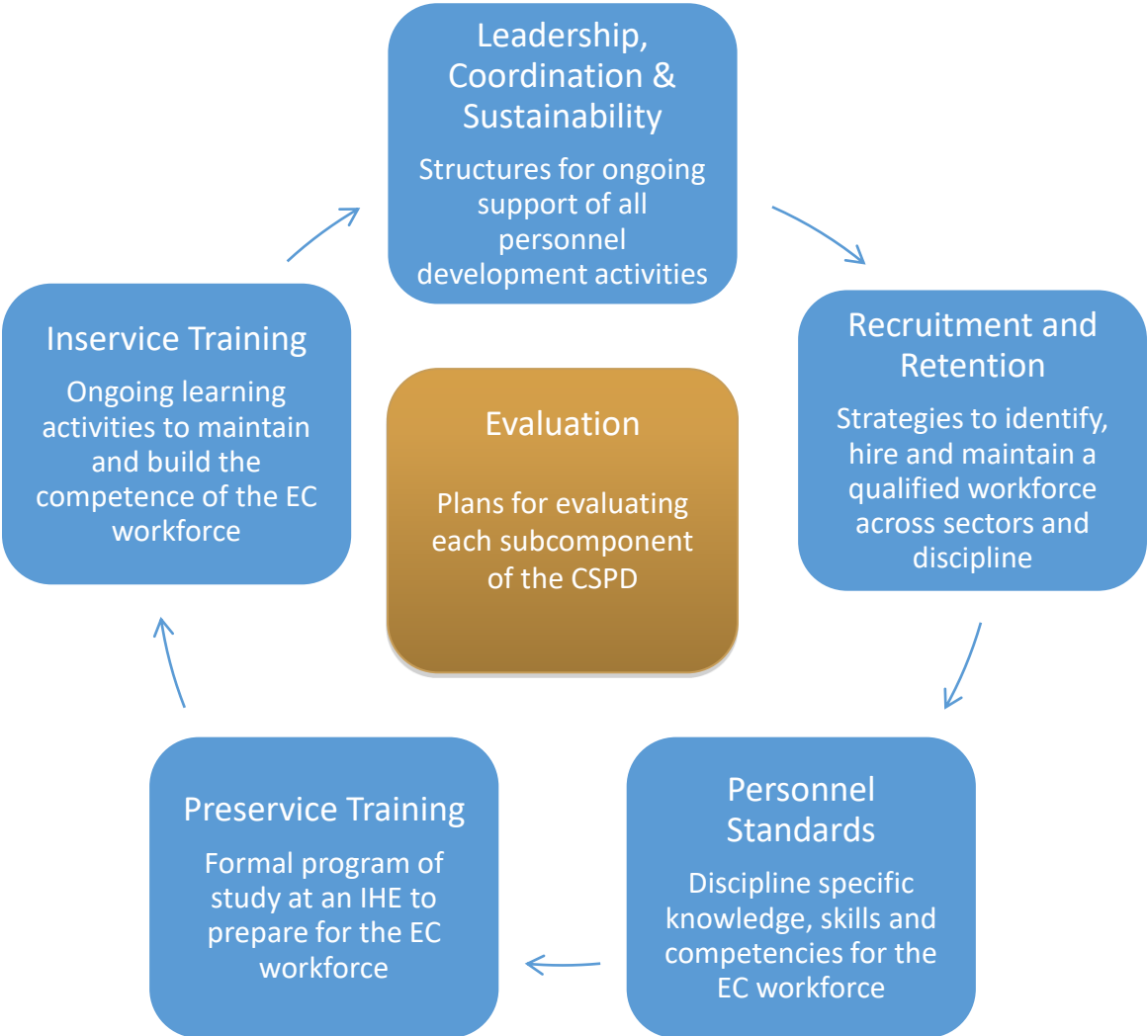


How improved CSPD leads to improved outcomes

Purpose of the Early Childhood Personnel Center

to facilitate the implementation of
***comprehensive systems
of personnel development (CSPD)***
for all disciplines
serving infants and young children
with disabilities and their families

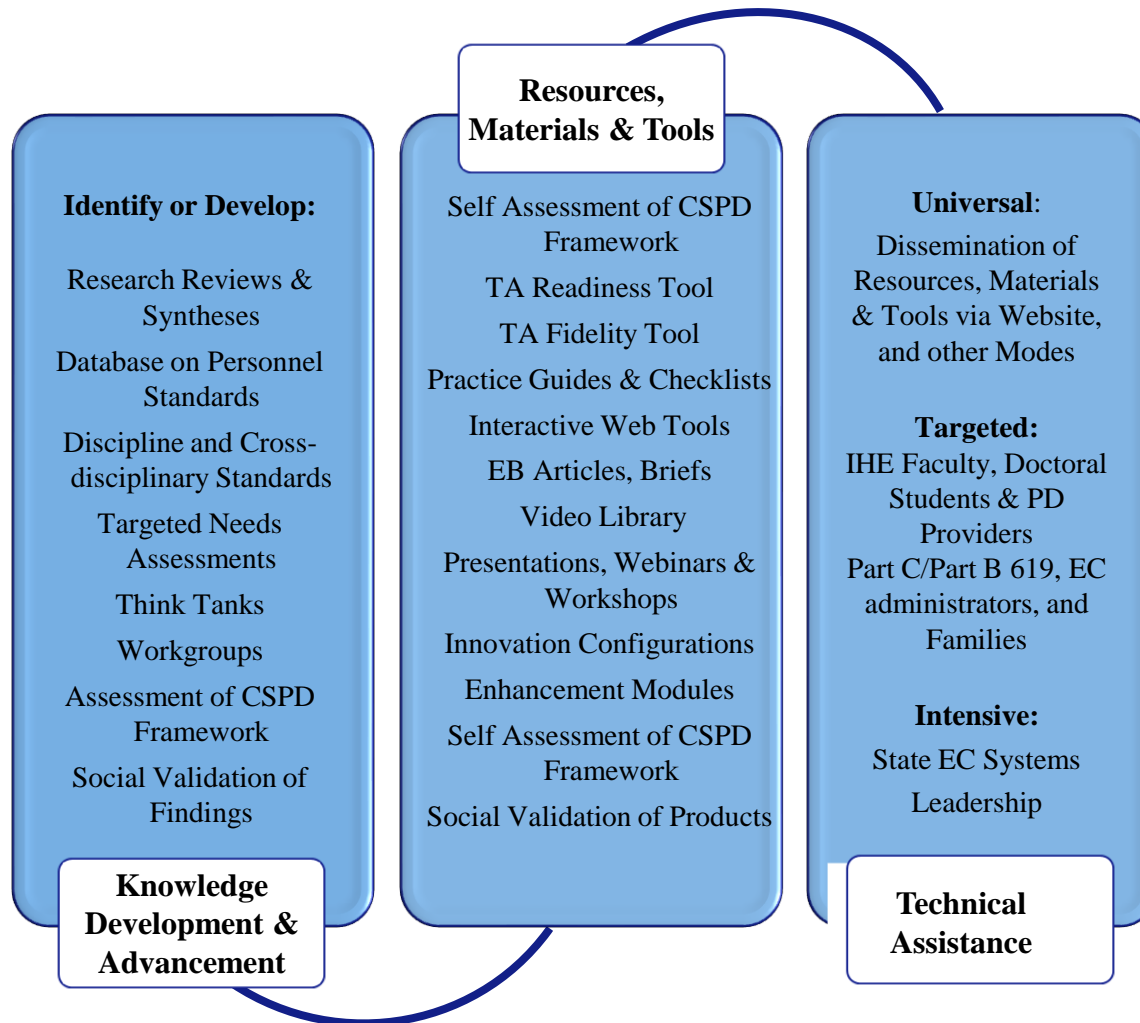
COMPREHENSIVE SYSTEM OF PERSONNEL DEVELOPMENT



Early Childhood Personnel Center

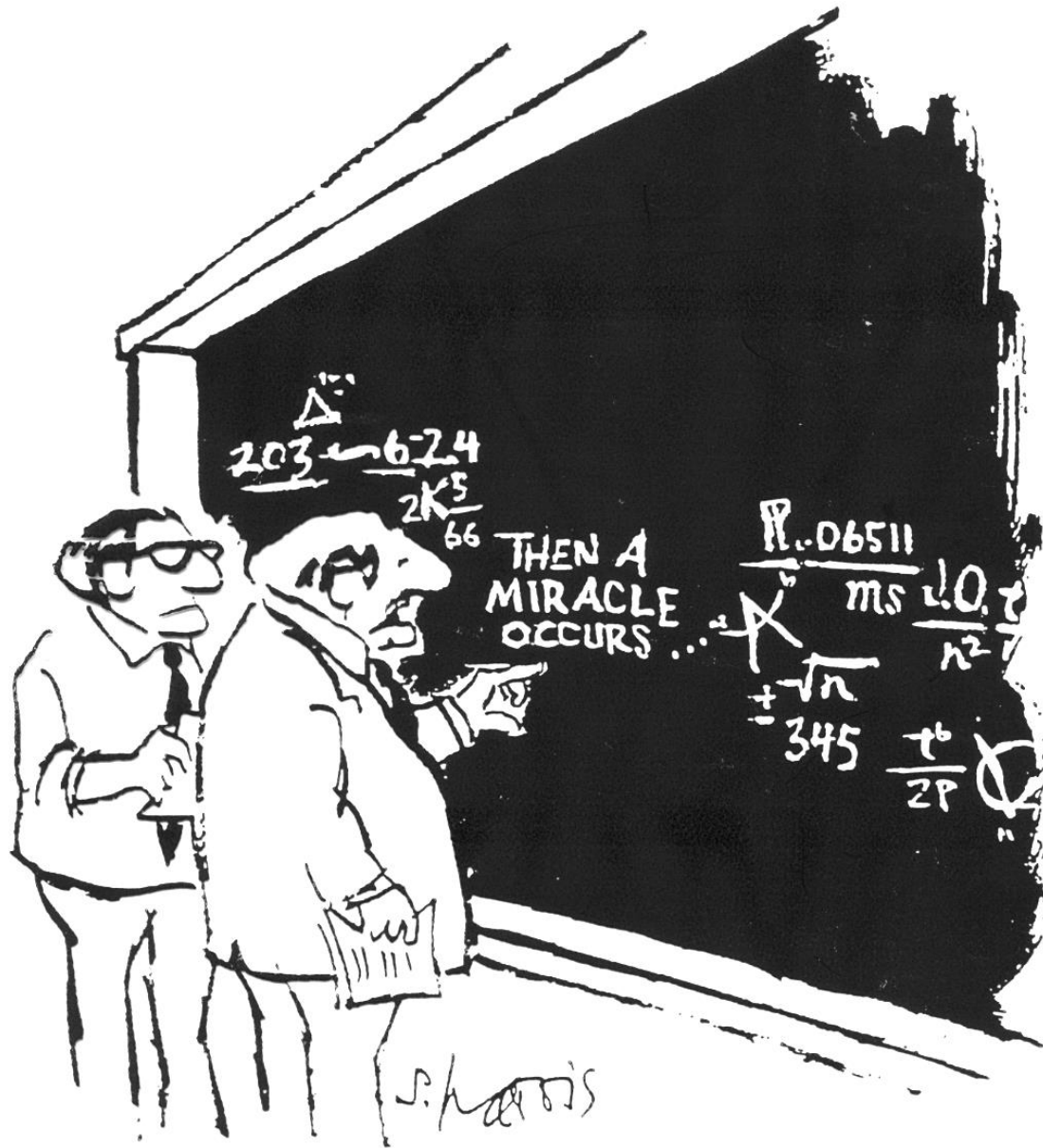
- Develop state Part C and Part B/619 coordinator's **leadership skills and use TA effectively**
- Build the state leaders capacity to lead **systemic** improvement efforts
- Identify opportunities to actively engage in **broader** early childhood initiatives
- **Build more effective and sustainable state systems that can support a competent early childhood workforce**

Relationship Among Phases of TA Development



Enhanced Funding!!!!

- So Now What?



"I think you should be more explicit here in step two."



“What if we don’t change at all ...
and something magical just happens?”

Strategic Leadership

Being at the Right Place at the Right Time

And Doing The Right Thing

Considerations For Funding

- Build Long Term Capacity
- Aim for Sustainability
- Collaborate with Like Minded Colleagues

Suggestions

- Strategically Think and Plan
- Build Infrastructure
 - Workforce Registry
 - Individual online PD plans and systems
 - Credentialing Systems
 - IHE Councils
 - Hierarchy Of Workforce Members/Disciplines by Competencies
 - Create Leaders

Workforce Development

- Where are you now?
- Where do you want to be?
- What will it take to get there?