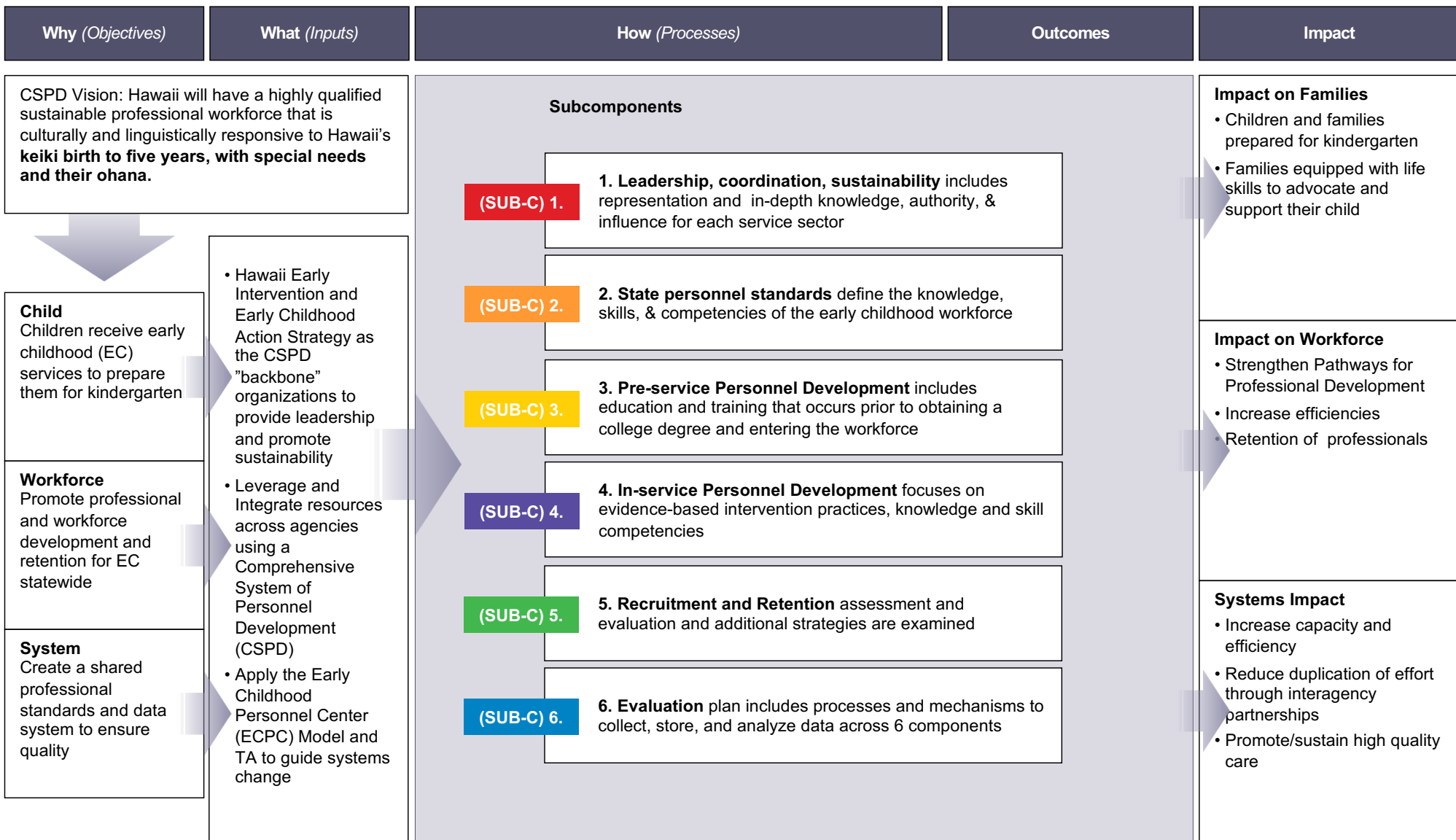


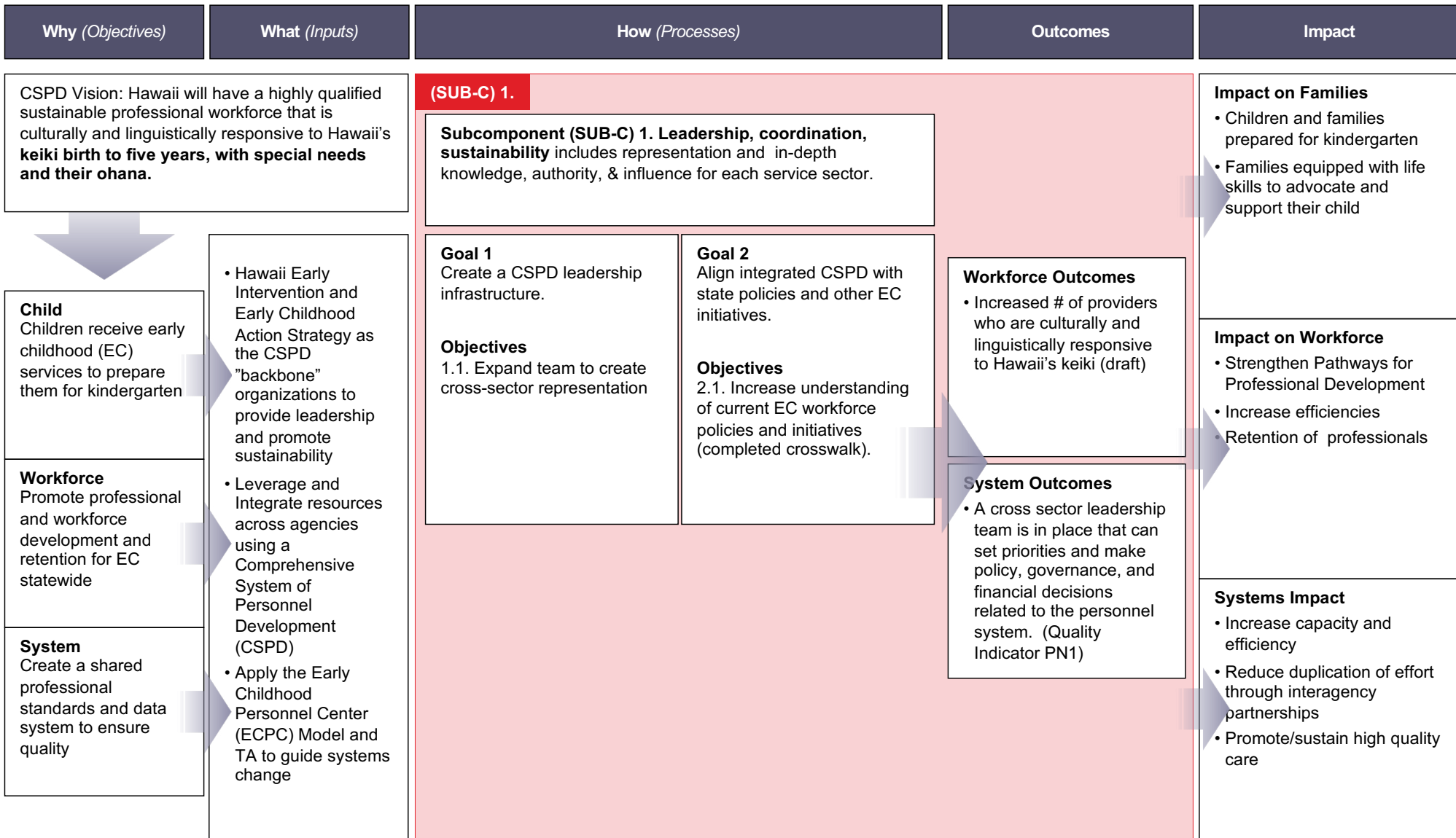
Hawaii Comprehensive System of Personnel Development (CSPD)

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.



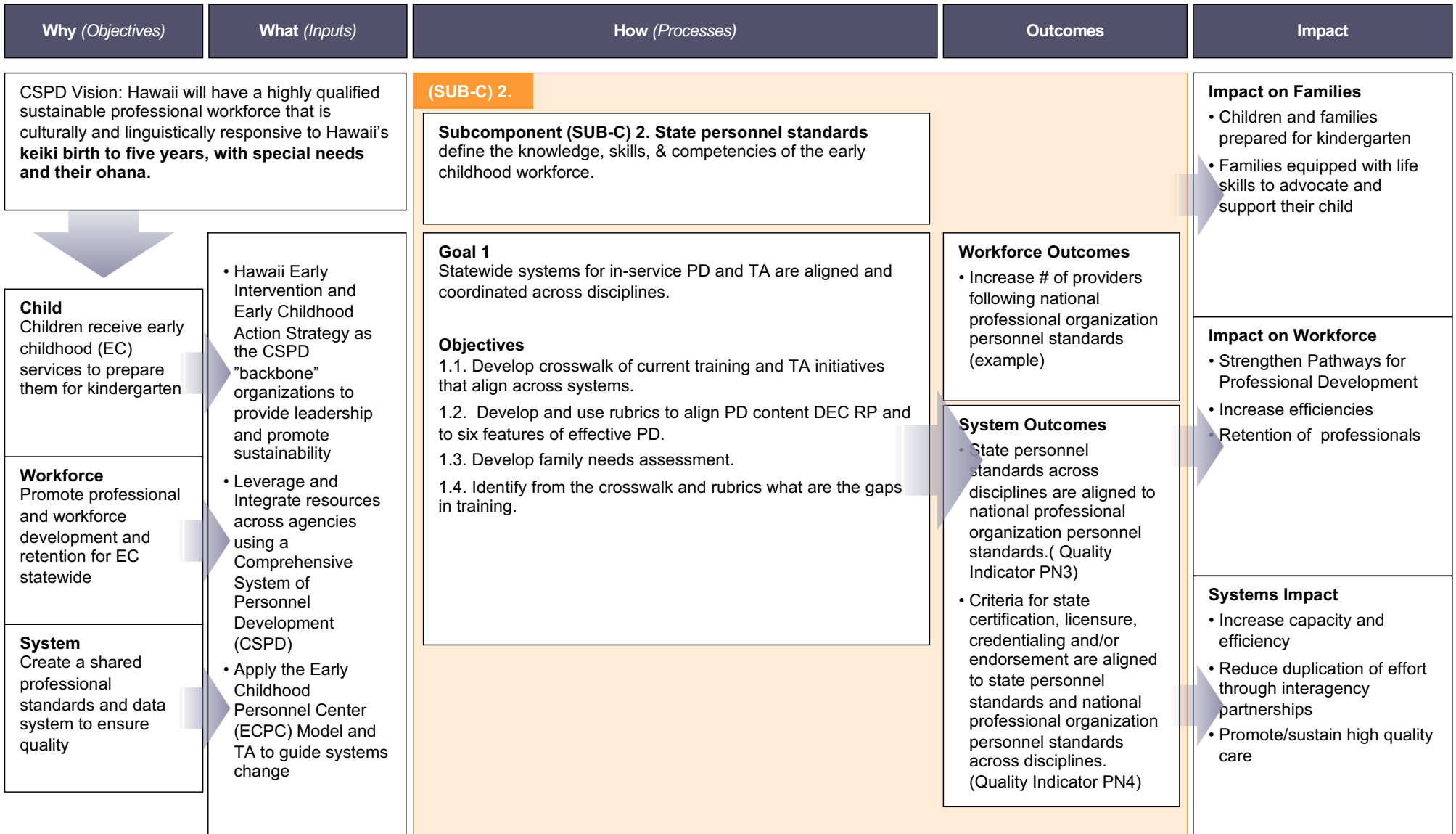
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Why (Objectives)	What (Inputs)	How (Processes)	Outcomes	Impact
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CSPD Vision: Hawaii will have a highly qualified sustainable professional workforce that is culturally and linguistically responsive to Hawaii's **keiki birth to five years, with special needs and their ohana.**

<p>Child Children receive early childhood (EC) services to prepare them for kindergarten</p>	<ul style="list-style-type: none"> 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
<p>Workforce Promote professional and workforce development and retention for EC statewide</p>	
<p>System Create a shared professional standards and data system to ensure quality</p>	

(SUB-C) 3.

Subcomponent (SUB-C) 3. Pre-service Personnel Development includes education & training that occurs prior to obtaining a college degree and entering the workforce.

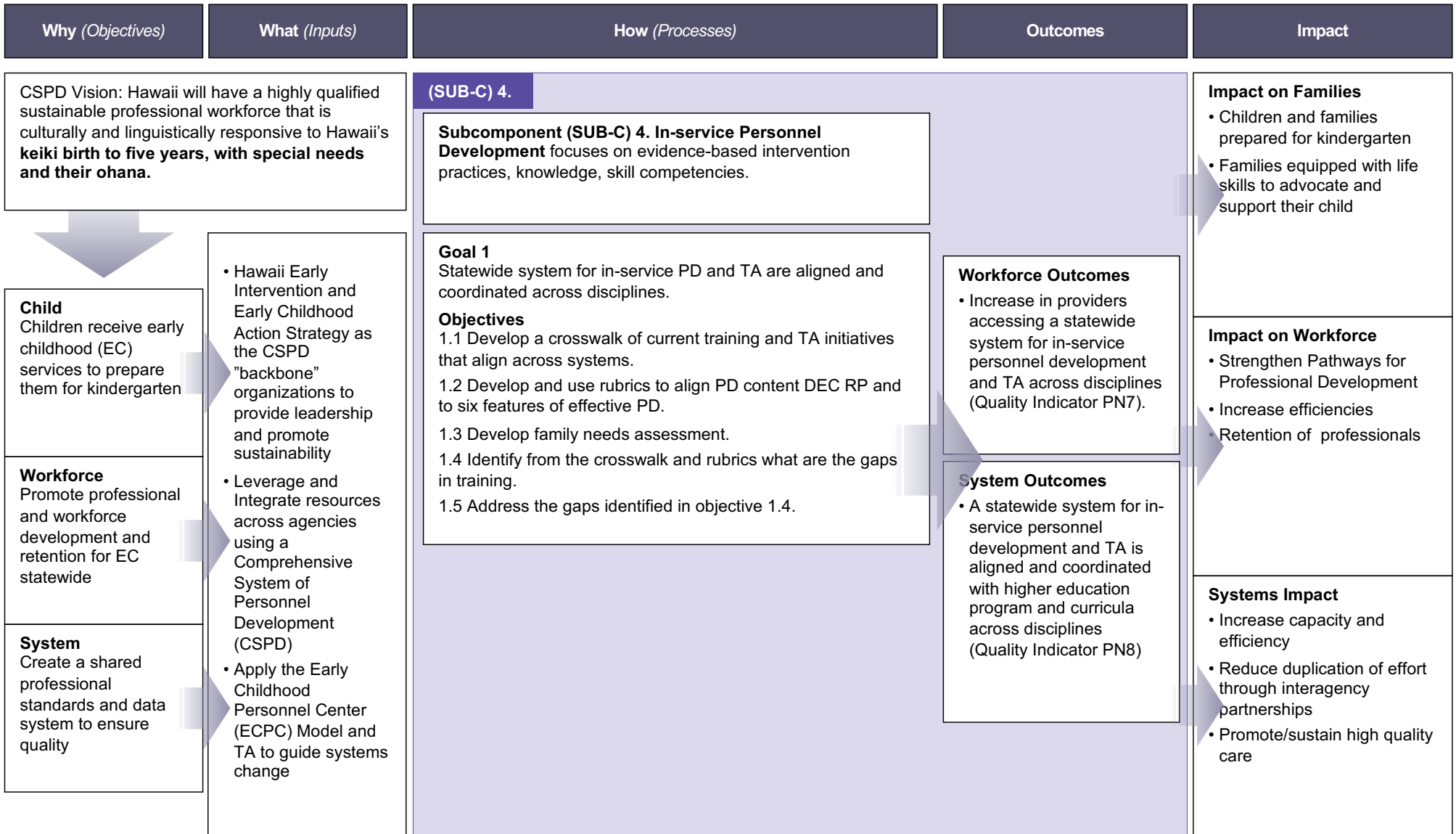
<p>Goal 1 Preservice preparation programs (IHE, for profit and non-profit personnel preparation programs) prepare professionals across disciplines to demonstrate with national organizations, state and national professional standards.</p> <p>Objectives</p> <ol style="list-style-type: none"> 1.1. Identify and compile all Hawaii based preservice preparation programs, SPED, SLP, Gen Ed, birth to Five. 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 	<p>Goal 2 Preservice preparation programs (IHE, for profit and non-profit personnel preparation programs) address early childhood development and discipline specific pedagogy.</p>
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<p>Workforce Outcomes</p> <ul style="list-style-type: none"> Increase # of providers graduating from IHE programs (example) 	<p>System Outcomes</p> <ul style="list-style-type: none"> 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 PN5)
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<p>Impact on Families</p> <ul style="list-style-type: none"> Children and families prepared for kindergarten Families equipped with life skills to advocate and support their child
<p>Impact on Workforce</p> <ul style="list-style-type: none"> Strengthen Pathways for Professional Development Increase efficiencies Retention of professionals
<p>Systems Impact</p> <ul style="list-style-type: none"> Increase capacity and efficiency Reduce duplication of effort through interagency partnerships Promote/sustain high quality care

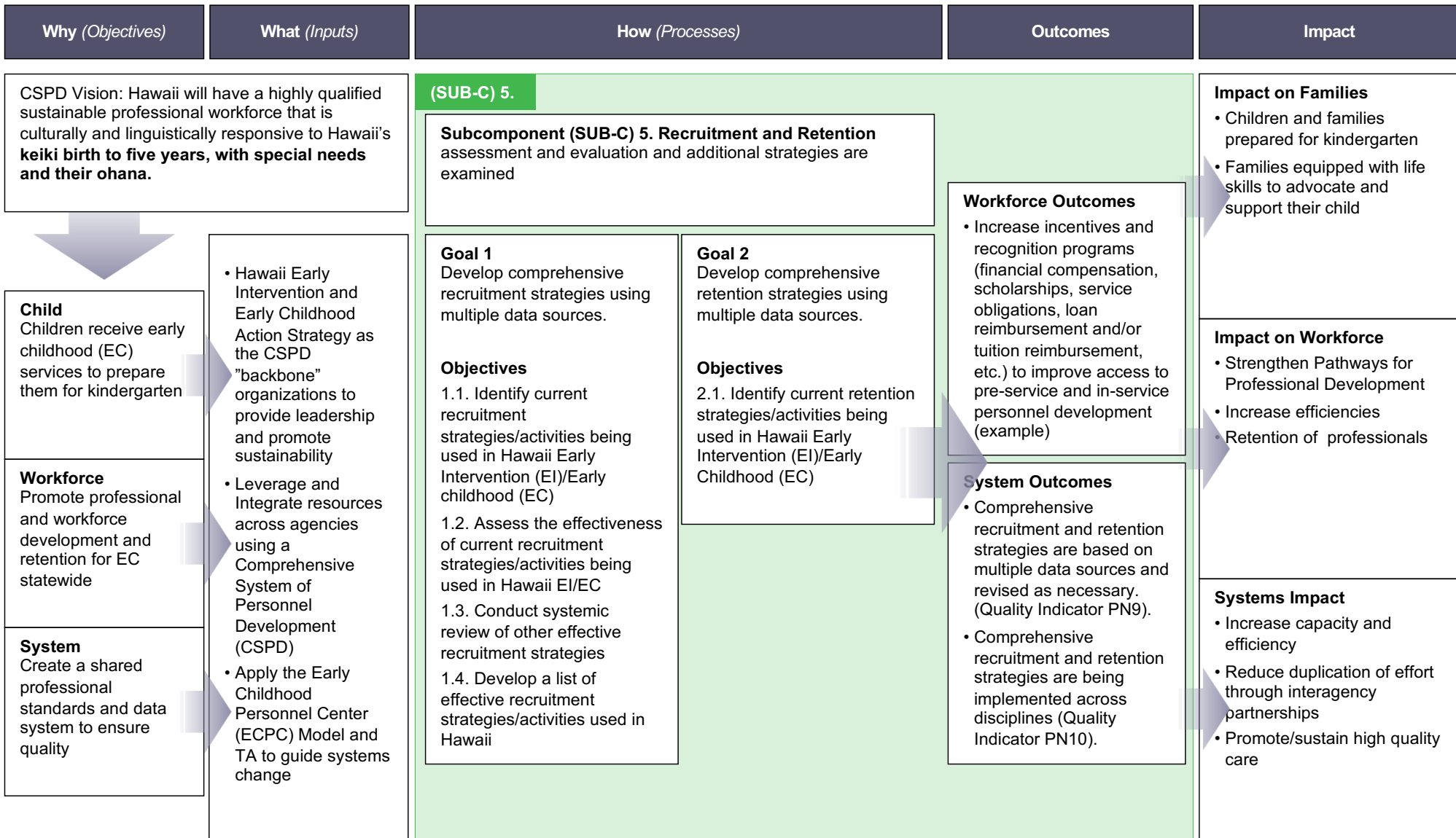
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