

Why (Objectives)	What (Inputs)	How (Processes)		Outcomes	Impact
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.		(SUB-C) 1. Subcomponent (SUB-C) 1. Leadership, coordination, sustainability includes representation and in-depth knowledge, authority, & influence for each service sector.			<ul> <li>Impact on Families</li> <li>Children and families prepared for kindergarten</li> <li>Families equipped with life skills to advocate and support their child</li> </ul>
Child Children receive early childhood (EC) services to prepare them for kindergarten Workforce Promote professional and workforce development and retention for EC statewide	<ul> <li>Hawaii Early Intervention and Early Childhood Action Strategy as the CSPD "backbone" organizations to provide leadership and promote sustainability</li> <li>Leverage and Integrate resources across agencies using a Comprehensive System of Personnel Development (CSPD)</li> <li>Apply the Early</li> </ul>	Goal 1 Create a CSPD leadership infrastructure. Objectives 1.1. Expand team to create cross-sector representation	Goal 2 Align integrated CSPD with state policies and other EC initiatives. Objectives 2.1. Increase understanding of current EC workforce policies and initiatives (completed crosswalk).	<ul> <li>Workforce Outcomes</li> <li>Increased # of providers who are culturally and linguistically responsive to Hawaii's keiki (draft)</li> <li>System Outcomes</li> <li>A cross sector leadership team is in place that can set priorities and make policy, governance, and financial decisions related to the personnel system. (Quality Indicator PN1)</li> </ul>	Impact on Workforce         • Strengthen Pathways for Professional Development         • Increase efficiencies Retention of professionals         Systems Impact         • Increase capacity and efficiency         • Reduce duplication of effort
professional standards and data system to ensure quality	Childhood Personnel Center (ECPC) Model and TA to guide systems change				through interagency partnerships • Promote/sustain high quality care

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CSPD Vision: Hawaii will have a high sustainable professional workforce the culturally and linguistically responsive keiki birth to five years, with special and their ohana.	t is to Hawaii's Subcomponent (SUB-C) 2. State personnel s	Subcomponent (SUB-C) 2. State personnel standards define the knowledge, skills, & competencies of the early	
and workforce development and retention for EC statewide System Create a shared professional standards and data system to ensure across ag using a Compreh System (CSPD) • Apply the Childhoo Personne (ECPC)	on and dhood ategy as       coordinated across disciplines.         ons to adership ote lity       0bjectives 1.1. Develop crosswalk of current training and T that align across systems.         1.2. Develop and use rubrics to align PD conte to six features of effective PD. 1.3. Develop family needs assessment. 1.4. Identify from the crosswalk and rubrics what in training.         ent         Early         Center	A initiatives A init	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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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.		(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.			<ul> <li>Impact on Families</li> <li>Children and families prepared for kindergarten</li> <li>Families equipped with life skills to advocate and support their child</li> </ul>
Child Children receive early childhood (EC) services to prepare them for kindergarten	<ul> <li>Hawaii Early Intervention and Early Childhood Action Strategy as the CSPD "backbone" organizations to provide leadership and promote sustainability</li> </ul>	<b>Goal 1</b> 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.	Goal 2 Preservice preparation programs (IHE, for profit and non-profit personnel preparation programs) address early childhood development and discipline specific pedagogy.	Workforce Outcomes • Increase # of providers graduating from IHE programs (example)	Impact on Workforce  • Strengthen Pathways for Professional Development • Increase efficiencies Retention of professionals
Workforce Promote professional and workforce development and retention for EC statewide	Leverage and Integrate resources across agencies using a Comprehensive System of Personnel	Objectives1.1. Identify and compile allHawaii based preservicepreparation programs,SPED, SLP, Gen Ed, birth toFive.1.2. Identify and compilecore competencies for each		System Outcomes • Institutions of higher education (IHE) programs and curricula across disciplines are aligned with both national professional organization	Systems Impact
System Create a shared professional standards and data system to ensure quality	Development (CSPD) • Apply the Early Childhood Personnel Center (ECPC) Model and TA to guide systems change	<ul> <li>program.</li> <li>1.3. Identify program entrance requirements.</li> <li>1.4. Map required coursework across programs.</li> <li>1.5. Develop crosswalk of preservice programs and curricula to EI/ECSE Personnel Standards</li> </ul>		personnel standards and state personnel standards. (Quality Indicator PN5)	<ul> <li>Increase capacity and efficiency</li> <li>Reduce duplication of effort through interagency partnerships</li> <li>Promote/sustain high quality care</li> </ul>

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CSPD Vision: Hawaii wil sustainable professional culturally and linguistical keiki birth to five years and their ohana.	workforce that is lly responsive to Hawaii's	(SUB-C) 4. Subcomponent (SUB-C) 4. In-service Personnel Development focuses on evidence-based intervention practices, knowledge, skill competencies.		<ul> <li>Impact on Families</li> <li>Children and families prepared for kindergarten</li> <li>Families equipped with life skills to advocate and support their child</li> </ul>
Child Children receive early childhood (EC) services to prepare them for kindergarten	<ul> <li>Hawaii Early Intervention and Early Childhood Action Strategy as the CSPD "backbone" organizations to provide leadership and promote sustainability</li> <li>Leverage and Integrate resources across agencies using a Comprehensive System of Personnel Development (CSPD)</li> <li>Apply the Early Childhood Personnel Center (ECPC) Model and TA to guide systems change</li> </ul>	<ul> <li>Goal 1 Statewide system for in-service PD and TA are aligned and coordinated across disciplines.</li> <li>Objectives <ol> <li>1.1 Develop a crosswalk of current training and TA initiatives that align across systems.</li> <li>1.2 Develop and use rubrics to align PD content DEC RP and to six features of effective PD.</li> <li>1.3 Develop family needs assessment.</li> </ol> </li> </ul>	• Strengther personnel development and TA across disciplines (Quality Indicator PN7). • Increase e	Impact on Workforce  • Strengthen Pathways for Professional Development  • Increase efficiencies Retention of professionals
Workforce Promote professional and workforce development and retention for EC statewide		<ul> <li>array and rubics what are the gaps</li> <li>by stem Outcomes</li> <li>c) A statewide system for is service personnel development and TA is aligned and coordinated with higher education program and curricula</li> </ul>	• A statewide system for in- service personnel development and TA is aligned and coordinated with higher education program and curricula	Systems Impact <ul> <li>Increase capacity and</li> </ul>
System Create a shared professional standards and data system to ensure quality			across disciplines (Quality Indicator PN8)	<ul> <li>Reduce duplication of effort through interagency partnerships</li> <li>Promote/sustain high quality care</li> </ul>

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Child Children receive early childhood (EC) services to prepare them for kindergarten	<ul> <li>Hawaii Early Intervention and Early Childhood Action Strategy as the CSPD "backbone" organizations to provide leadership and promote sustainability</li> <li>Leverage and Integrate resources across agencies using a Comprehensive System of Personnel Development</li> </ul>	Goal 1 To have an evaluation plan for CSPD that includes processes and mechanisms to collect, store, and analyze data across all 6 subcomponents. Objectives 1.1. Develop CSPD logic	Goal 2 Evaluation plan is implemented continuously monitored and revised as necessary based on multiple data sources. Objectives 2.1. Develop system to continuously monitor	<ul> <li>Increase competencies and retain number of professionals</li> <li>Develop a systematic interagency approach to work force development</li> </ul>	Impact on Workforce • Strengthen Pathways for Professional Development • Increase efficiencies Retention of professionals
Workforce Promote professional and workforce development and retention for EC statewide		Integrate resources across agencies using a Comprehensive System of Personnel Development	model for team leads to follow.         Subcomponents         1.       Leadership, coordination         2.       State personnel standard		<ul> <li>System Outcomes</li> <li>Strengthen resources and coordinate best practice</li> <li>Develop funding streams to increase system capacity and sustain efforts</li> </ul>
System Create a shared professional standards and data system to ensure quality	(CSPD) • Apply the Early Childhood Personnel Center (ECPC) Model and TA to guide systems change	<ol> <li>Bre-service Personnel D</li> <li>In-service Personnel Dev</li> <li>Recruitment and Retenti</li> <li>Evaluation</li> </ol>	evelopment velopment		efficiency • Reduce duplication of effort through interagency partnerships • Promote/sustain high quality care