ECAS TEAM 5

ECAS GOAL 2
More children develop on-track

ECAS GOAL 3
More children enter kindergarten school ready

ECAS GOAL 4
More children are proficient learners by 3rd grade

High-quality Early Learning Programs

Team 5 will develop a comprehensive personnel development (CSPD) system to strengthen and sustain an Early Childhood (EC) workforce that provides meaningful outcomes for children with special needs, birth to five and their families.

THEORY OF CHANGE
If children's services and programs are low quality, they can actually do damage to the child. Quality programs produce ready children and continued quality improvement ensures a highly skilled workforce.

GOALS

» Provide children with early childhood (EC) services that support their optimal development and prepare them for kindergarten
» Develop a statewide system that promotes professional and workforce development and retention in EC
» Create a shared professional standards and data system to ensure quality

STRATEGIES

» Create a CSPD Infrastructure for the State
» Adopt and integrate the EI-ECSE Standards
» Ensure preservice preparation programs across disciplines align to national professional standards
» Ensure statewide systems for in-service PD and TA are aligned and coordinated across disciplines
» Recruit and retain staff across the EC system
» Develop sustainable mechanisms to collect and analyze data across all 6 subcomponents

PERFORMANCE MEASURES (TARGETS)

» Increased # of providers who are culturally and linguistically responsive to Hawaiʻi's keiki
» A leadership team is in place to set priorities & make policy, governance & financial decisions
» Increased # of providers follow national professional organization personnel standards
» Across disciplines, criteria for state certification, licensure, etc. are aligned to state personnel standards & national standards
» Increased # of providers graduate from IHE (institutions of higher education) programs
» Increased # of IHE programs and curricula are aligned w/national & state standards

» Increased # of providers access statewide in-service Professional Development / Technical Assistance opportunities
» There is a statewide system for in-service PD/TA that is aligned & coordinated w/ IHE programs & curricula
» Increased # of incentives for workforce training & engagement
» Recruitment / retention strategies result in a workforce supply that meets system needs
» Increased # of professions with professional competencies
» Increased rates of retention in workforce
» There are adequate & sustainable funding streams supporting system capacity