

Hawaii Comprehensive System of Personnel Development (CSPD) Logical Model

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.

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 birth to five year old keiki and their ohana.

Subcomponent (SUB-C) 4. In-service Personnel Development focuses on evidence-based intervention practices, knowledge, skill competencies.

Workforce Outcomes

- Increase in providers accessing a statewide system for in-service personnel development and TA across disciplines (Quality Indicator PN7).

Impact on Families

- Children and families prepared for kindergarten
- Families equipped with life skills to advocate and support their child

Child

Children receive early childhood (EC) services to prepare them for kindergarten

- Hawaii Early Intervention and Early Childhood Action Strategy as the CSPD "backbone" organizations to provide leadership and promote sustainability

GOAL 1. Statewide system for in-service PD and TA are aligned and coordinated across disciplines.

OBJECTIVE 1.1. Develop a crosswalk of current training and TA initiatives that align across systems.

OBJECTIVE 1.2. Develop and use rubrics to align PD content DEC RP and to six features of effective PD.

OBJECTIVE 1.3. Develop family needs assessment.

OBJECTIVE 1.4. Identify from the crosswalk and rubrics what are the gaps in training.

OBJECTIVE 1.5. Address the gaps identified in objective 1.4.

System Outcomes

- A statewide system for in-service personnel development and TA is aligned and coordinated with higher education program and curricula across disciplines (Quality Indicator PN8)
- Establish baseline data of current in-service PD opportunities available across early childhood systems statewide.
- Identify gaps in our current in-service PD system.
- Identify challenges and gaps for families in building their capacity to support their child.

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 Development (CSPD)

System

Create a shared professional standards and data system to ensure quality

- Apply the Early Childhood Personnel Center (ECPC) Model and TA to guide systems change

Systems Impact

- Increase capacity and efficiency
- Reduce duplication of effort through interagency partnerships
- Promote/sustain high quality care

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