

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) 5. Recruitment and Retention assessment and evaluation and additional strategies are examined

Impact on Children and Families

- competent staff support school readiness and smoother transition across settings for child and family

- consistent partnerships & engagement between all team members (which includes the family) to meet the needs of the child

Workforce Outcomes

- Increase of incentives and recognition programs (financial compensation, scholarships, service obligations, loan reimbursement and/or tuition reimbursement, etc.) to improve access to pre-service and in-service personnel development

Impact on Workforce

- stable qualified workforce to provide services to children and families

- training and professional development supports are available to keep workforce practices current and of high quality.

System Outcomes

- Comprehensive recruitment and retention strategies are based on multiple data sources and revised as necessary. (Quality Indicator 2.1).
- Comprehensive recruitment and retention strategies are being implemented across disciplines (Quality Indicator 2.1).

System Impact

- R&R challenges are minimized
- career pathways, incentives, recognition program are established to recruit & retain qualified staff within the EC system.

GOAL 1. Develop comprehensive recruitment strategies using multiple data sources.

OBJECTIVES:

- 1.1. Identify current recruitment strategies/activities being used in Hawaii Early Intervention (EI)/Early childhood (EC)
- 1.2. Assess the effectiveness of current recruitment strategies/activities being used in Hawaii EI/EC
- 1.3. Conduct systemic review of other effective recruitment strategies
- 1.4. Develop a list of effective recruitment strategies/activities used in Hawaii

GOAL 2. Develop comprehensive retention strategies using multiple data sources.

OBJECTIVES:

2. 1. Identify current retention strategies/activities being used in Hawaii Early Intervention (EI)/Early Childhood (EC)

Child

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

Workforce

Promote professional and workforce development and retention for EC statewide

System

Create a shared professional standards and data system to ensure quality

- Engage 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

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