

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)

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**.

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

What (Inputs)

- 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

How (Processes)

Subcomponent (SUB-C) 1. Leadership, coordination, sustainability includes representation and in-depth knowledge, authority, & influence for each service sector.

GOAL 1. Create a CSPD leadership infrastructure. (QI 1 & 2)

OBJECTIVES:
 1.1 Expand team to ensure a complete cross-sector leadership team will be in place (QI 1a)
 1.2 Establish a management process for teams (QI 1c,e,f)
 1.3 Establish a sustainability plan for HI CSPD (QI 2f)
 1.4 Create marketing & outreach plan (QI h)

GOAL 2. Align integrated CSPD with state policies and other EC initiatives. (QI 1)

OBJECTIVES:
 2.1. Increase understanding of current EC workforce policies and initiatives (QI 1 c,e,f)
 2.2 Align personnel standards across early childhood sectors. (QI 1 c,e,f)

Outcomes

Workforce Outcomes

- Increased # of providers who possess knowledge, skills and competencies that reflect national standards. (DASY 4, 6, 15, 16)

System Outcomes

- A cross sector leadership team is in place that can set priorities and make policy, governance, and financial decisions related to the personnel system. (QI 1)
- Increased number of EC Community members who know about and engage with the CSPD system

Impact

Impact on Children

- Increased # of children who have positive social-emotional skills.
- Increased # of children who can acquire and use knowledge and skills.
- Increased # of children who use appropriate behaviors to meet their needs.

Impact on Families

- Increased # of families who know their rights and advocate effectively for their child.
- Increased # of families who understand their child's strengths, abilities, and special needs.
- Increased # of families who can help their child develop and learn.

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