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)

Subcomponent (SUB-C) 2. State personnel

standards define the knowledge, skills, &

competencies of the early childhood workforce.

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.

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

 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

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

OBJECTIVES:

- 1.1. Develop crosswalk of current training and TA initiatives that align across systems.
- 1.2. Develop and use rubrics to align PD content DEC RP and to six features of effective PD.
 - 1.3. Develop family needs assessment.
- 1.4. Identify from the crosswalk and rubrics what are the gaps in training.

Workforce Outcomes

 Increase # of providers following national professional organization personnel standards (example)

Impact on Families

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

System Outcomes

•State personnel standards across disciplines are aligned to national professional organization personnel standards.(Quality Indicator PN3)

Criteria for state
certification, licensure,
credentialing and/or
endorsement are aligned
to state personnel
standards and national
professional organization
personnel standards
across disciplines.
(Quality Indicator PN4)

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

Co-Leads: Lynn Hammond and EOEL? Evaluation Team: Jeff Larson and Tammy Tom?