CSPD

Developing a state Comprehensive System of Personnel Development

IDEAs that Work

2023 OSEP LEADERSHIP AND PROJECT DIRECTORS' CONFERENCE

Overview

Introduction of Presenters

- ECPC – Mary Beth Bruder and Darla Gundler
- Hawaii – Stacy Kong
- Arizona – Suzie Perry
- Mississippi – Valecia Davis
- Georgia – Karen Lewis

Who is in the room today?

Comprehensive System of Personnel Development (CSPD) Overview
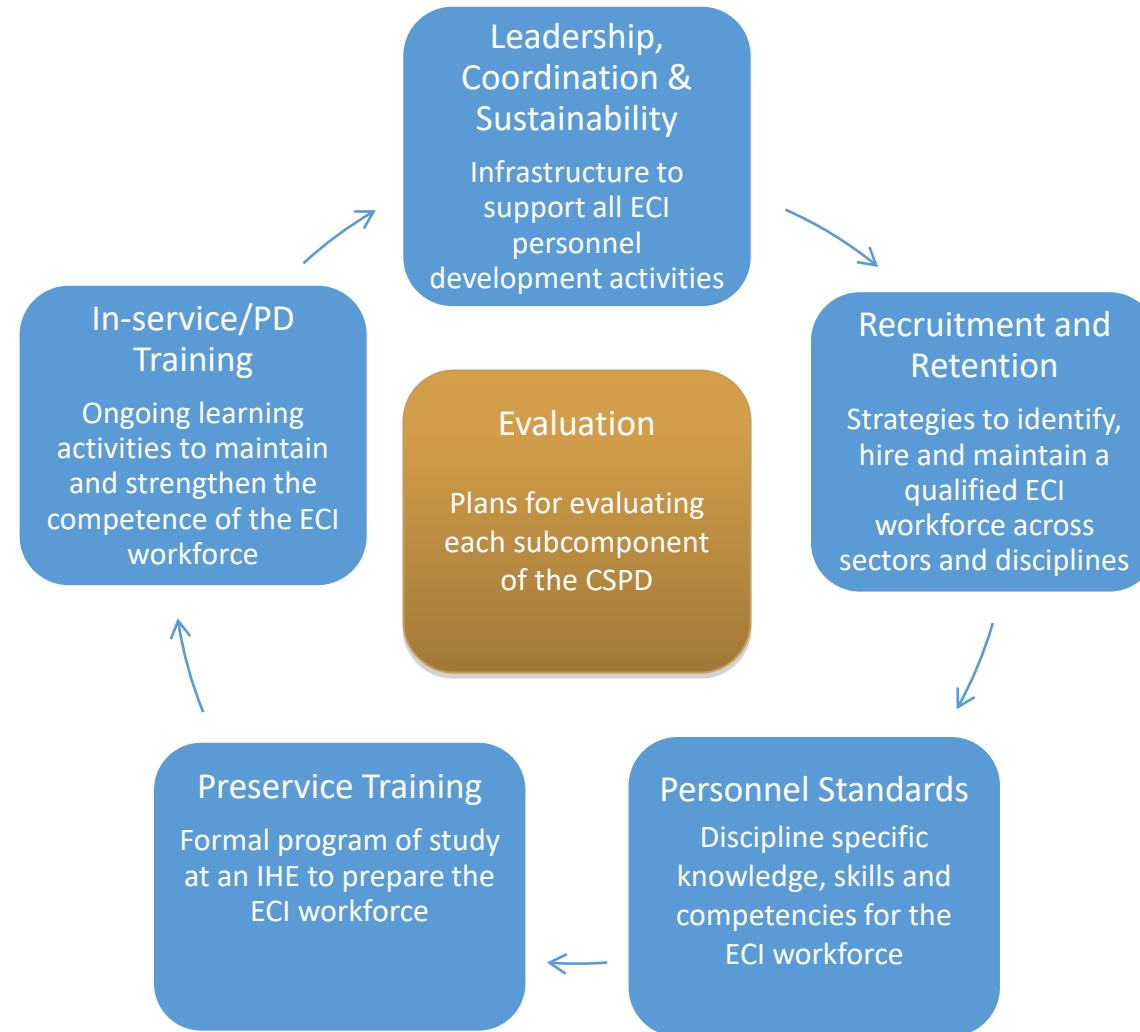
Review State CSPD Work

Questions

Who is in the room today?

ⓘ Start presenting to display the poll results on this slide.

Comprehensive System of Personnel Development

Leadership, Coordination & Sustainability

Infrastructure to support all ECI personnel development activities

Recruitment and Retention

Strategies to identify, hire and maintain a qualified ECI workforce across sectors and disciplines

In-service/PD Training

Ongoing learning activities to maintain and strengthen the competence of the ECI workforce

Evaluation

Plans for evaluating each subcomponent of the CSPD

Preservice Training

Formal program of study at an IHE to prepare the ECI workforce

Personnel Standards

Discipline specific knowledge, skills and competencies for the ECI workforce

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An Effective CSPD

Addresses the following challenges:

- o Shortages of personnel

- o Need for additional training at both the pre-service and in-service levels

- o Discrepancies with state adherence to national competencies and standards

- o Challenges faced by ECI personnel due to the diversity of needs and young children served

- o Inequities of preparation and compensation among those providing services

An Effective CSPD also

- Coordinates and addresses state needs for quantity and quality of EC personnel and their degree of support required

- Acknowledges the coordination between pre- and in-service personnel development (PD) to ensure consistency of practice

- Stays informed through ongoing evaluation via multiple sources and monitors the results and capacity to implement child and program quality standards

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Why do we need a CSPD?

o A CSPD is the primary mechanism by which a state ensures that infants, toddlers, and young children with disabilities and their families are provided services by knowledgeable, skilled, competent, and highly qualified personnel, and that sufficient numbers of these personnel are available in the state to meet service needs.

o An effective CSPD is key to promoting both effective practices and the implementation of legal requirements as determined by the IDEA.

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Highlights from the states

- Hawaii – Stacy Kong
- Arizona – Suzie Perry
- Mississippi – Valecia Davis
- Georgia – Karen Lewis

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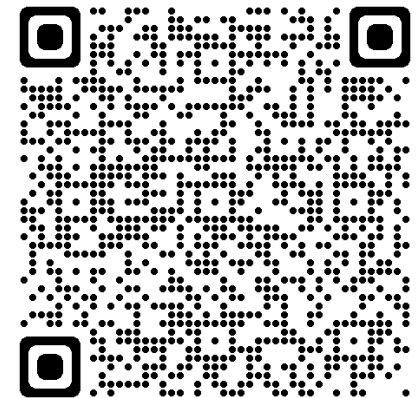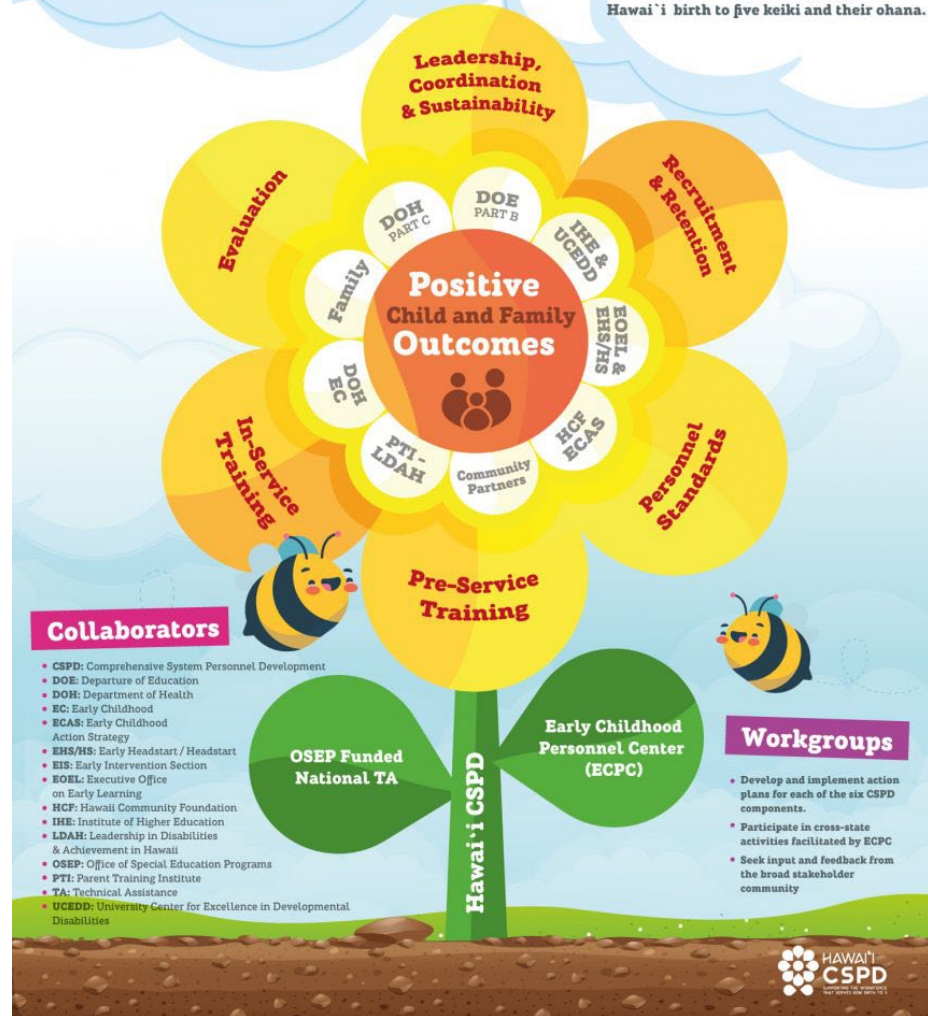**2023 OSEP LEADERSHIP AND PROJECT DIRECTORS' CONFERENCE**

Highlights from Hawaii– Stacy Kong

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Arizona's Comprehensive System of Personnel Development

ARIZONA
CSPD
Comprehensive System of Personnel Development

| Leadership | Standards | Pre-Service | Recruitment and Retention | In-Service | Evaluation |

Suzanne Perry
Arizona 619 Coordinator

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Team Makeup

- Part B and Part C staff on each workgroup

- Dedicated CSPD Coordinator (who also has additional duties for Part C)

- About 40 total that also sit on subgroups (between 3-10 people on each workgroup)
  - Pre-service- included representation from all three state universities and many community college programs
  - In-service- PD staff from state Dept of Ed and state EI staff, Dept of Health Special Health Care Needs
  - Leadership- DHS licensing and Part B and Part C leadership; Early Head Start; Parent Information Center
  - Evaluation- Part B, Part C and UA UCEDD
  - Standards-PEA, DES Child Care, Children's Equity Project, NAEYC, Part B and C
  - Recruitment and Retention- Part B, C; PEA, DEC/NAEYC, EI providers
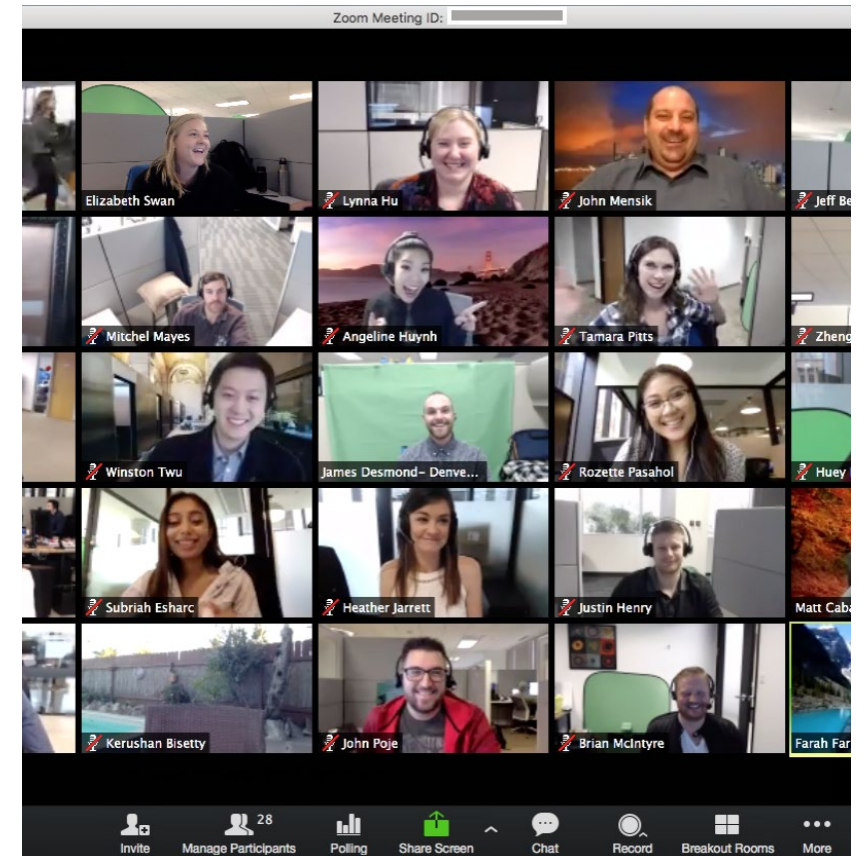
Evaluation Plan Development

On Tuesday, Green Mouse set out.
He was the second to go.

- Initially very challenging to orient group to data-based decision making

- Many presentations on what an evaluation plan is, and how the workgroups might benefit from knowing results from each of the parts

Evaluation Plan, cont.

Subgroup/Rationale	Stated Goal	Measured by:	Date of data availability and baseline data	Target	1-2 Proposed activities that will get the team closer to the goal.
When IHE programs are aligned to national and state standards, practitioners enter the profession prepared deliver high quality programming	Pre-Service training aligned to standards is available (and within $$ reach) throughout the state.	List the IHE ECE or ECSE degree programs whose courses of study are aligned to DEC Personnel Standards	Annually Baseline today is 0.	25% of the ECE-ECSE IHE's demonstrate that their coursework is aligned to DEC personnel standards	1. Deliver an ECHO to provide guidance and develop awareness of the K&S competencies aligned to standards.
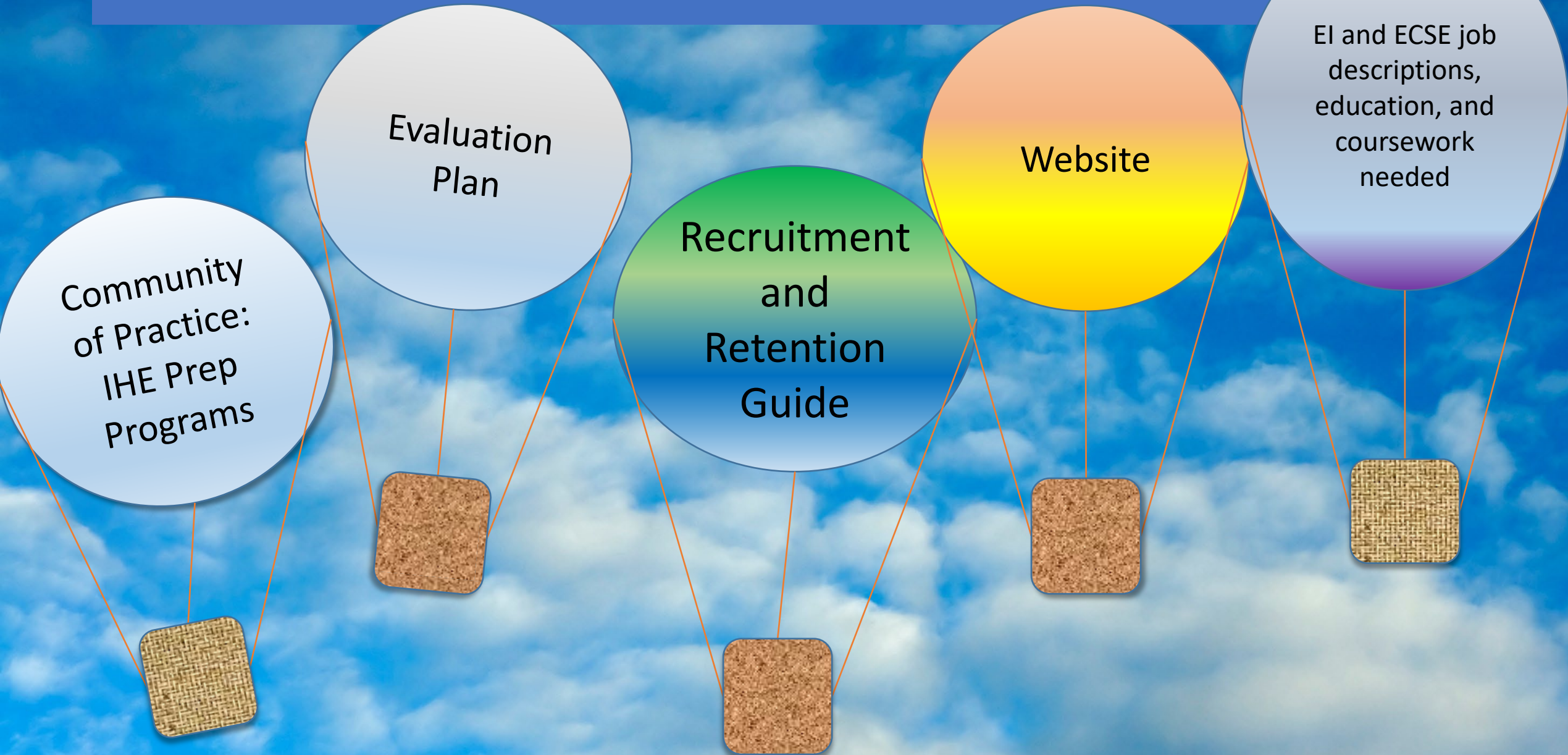
Current Strategic Goal:

- Arizona has foundational resources aimed at improving the system of recruitment/retention, to impact service provision, to achieve improved outcomes for children with disabilities.

Highlights from Mississippi– Valecia Davis

Mississippi

Vision Statement: Mississippi will have a highly qualified and skilled workforce that sustains and improves the functional outcomes and quality of life for all children who qualify for IDEA services from birth to age 5 years and their families.

Mission Statement: The Mississippi CSPD promotes policy to ensure early intervention and early childhood special education professionals are qualified and will advocate for and use of evidence-based practices (such as the *DEC Recommended Practices*, 2014) to provide high quality, coordinated child- and family-centered services for infants, toddlers, and preschoolers who qualify for IDEA services and their families through opportunities and activities in their natural learning environments and daily routines.

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Highlights from Georgia – Karen Lewis

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Highlights from Georgia

ECPC — Early Childhood Personnel Center www.ecpcta.org
Involving Families in State Personnel Development
Preparing for Success
A STEP-BY-STEP GUIDE

[Develop a State CSPD | The Early Childhood Personnel Center (ecpcta.org)](ecpcta.org)

Family Involvement Self-Assessment
Self-assessment for families to gauge their readiness to participate in an advisory capacity
ECPC Self Assessment of Family Engagement for Administrators
Self-Assessment for State Administrators to measure family/stakeholder engagement

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Questions or Comments?

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Resource Spotlight

- **Early Childhood Personnel Center website**
  - [Develop a State CSPD | The Early Childhood Personnel Center (ecpcta.org)](#)
- **[Family Involvement Self-Assessment](#)**
  - Self-assessment for families to gauge their readiness to participate in an advisory capacity
- **[ECPC Self Assessment of Family Engagement for Administrators](#)**
  - Self-Assessment for State Administrators to measure family/stakeholder engagement
- Individuals with Disabilities Education Act (IDEA) website
  - Brings together IDEA information and resources from the Department and its grantees.
  - https://sites.ed.gov/idea/
- IDEAS That Work
  - For information from research to practice initiatives funded by OSEP that address the provisions of IDEA and ESSA. This website includes resources, links, and other important information relevant to OSEP's research to practice efforts.
  - https://osepideasthatwork.org/

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(Authority: 20 U.S.C. 1221e-3 and 3474)