

# ***AND rather than OR: Maximizing Tools for State Professional Development Systems***

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**NAEYC's 18th National Institute for Early Childhood Professional Development  
June 14, 2009**

# Welcome!



★ Introductions

★ Goals

★ Agenda



# Integrated State Professional Development System

- ★ System of comprehensive preparation and ongoing development and support
- ★ Crosses sectors (e.g., child care, Head Start, early intervention and special education, and public schools)
- ★ Serves professionals preparing to and working with and on behalf of young children and their families (i.e., direct and non-direct service staff)

# In Your Context

## ★ Table Discussion

- ☆ What does cross-sector mean to you/your state and for your work and workforce?
- ☆ What does integration mean to you/your state and for your work and workforce?

# Why Focus on Integration?

- ★ It makes sense (and cents!)
  - ☆ One set of children, one workforce, one early childhood field ...
  - ☆ Efficiency, sustainability, accountability, impact ...



# Federal Policy Opportunities

- ★ Head Start Reauthorization Act
- ★ Higher Education Opportunity Act
  - ★ New name for the Higher Education Act
- ★ American Recovery and Reinvestment Act

# Overview of System Tools and Resources



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# ***Workforce Designs: A Policy Blueprint for State Professional Development Systems***



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**Sarah LeMoine**  
**Director, Early Childhood Workforce Systems Initiative**

# *Policy Blueprint*

- ★ Product of NAEYC's Early Childhood Workforce Systems Initiative
- ★ Sponsored by the Birth to Five Policy Alliance and Cornerstones for Kids
- ★ On the web at [www.naeyc.org/policy/ecwsi](http://www.naeyc.org/policy/ecwsi)

# *Policy Blueprint: Development*

- ★ Input and feedback from more than 100 people across the nation, including participants from all early childhood sectors
  - ★ Individual interviews
  - ★ State focus groups
  - ★ State leadership teams feedback



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# *Policy Blueprint: Focus*

- ★ Recommended state policies for integrated PD system building
- ★ What *should* exist: future

# *Policy Blueprint: Content*

- ★ Research-based needs statement
- ★ Policy-making principles
- ★ Essential policy areas
- ★ Examples of how principles can be applied
- ★ Examples of state policy (statutory and non-statutory)
- ★ Sample implementation strategies

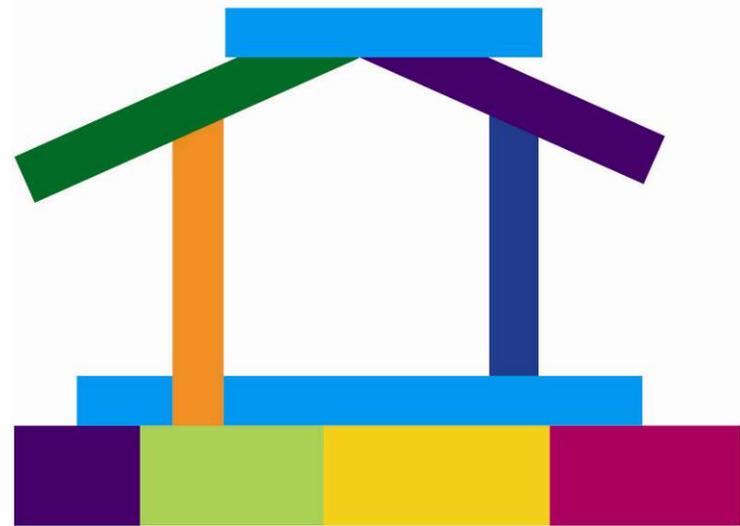
*Plus a related brief, guide, database, and more*

# *Policy Blueprint:* **Principles for Policy-Making**

- ★ Does this policy increase **integration among the sectors?**
- ★ Does it include **quality assurances?**
- ★ Does it support **diversity, inclusion, and access?**
- ★ Does it increase **compensation parity?**

# *Policy Blueprint:* **Essential Policy Areas**

- ★ Professional Standards
- ★ Career Pathways
- ★ Articulation
- ★ Advisory Structure
- ★ Data
- ★ Financing

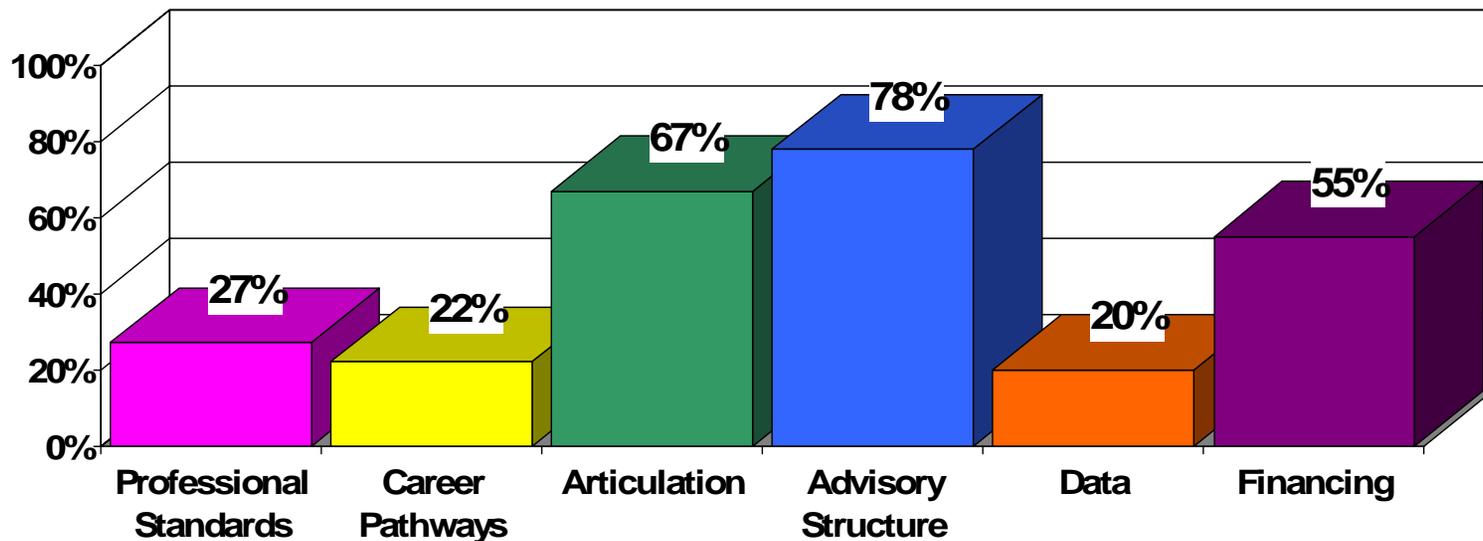


# *Policy Blueprint: Planning Guide*

- ★ **Step 1. Gather and Describe:** What are your current state workforce system policies?
- ★ **Step 2. Analyze:** Do the policies apply or meet the policy-making principles?
- ★ **Step 3. Determine:** What are your goals?
- ★ **Step 4. Discuss and Consider:** What are your opportunities?
- ★ **Step 5. Plan:** What are your priorities?

# Overview of Current State Policies

- ★ Minimum percentage of states\* with one or more early childhood workforce development policies in statute, regulation, or executive order



\*N=51

# *Policy Blueprint:* **Related Resources and Assistance**

★ [www.naeyc.org/policy/ecwsi](http://www.naeyc.org/policy/ecwsi)

★ Online state policy database

★ Summary, planning guide, and additional tools

★ Collaborative consultation via annual summit, web seminars, and peer-to-peer

★ Linkages to additional NAEYC state and Federal policy work and professional development activities including *Conceptual Framework for Professional Development*

# ***Early Childhood Professional Development Systems Toolkit***



Barbara Coccodrilli Carlson,  
Technical Assistance Specialist for ACF Region II

# ***Early Childhood Professional Development Systems Toolkit***

- ★ Product of National Child Care Information and Technical Assistance Center (NCCIC)
- ★ NCCIC is a national clearinghouse and technical assistance center that provides information, training, and technical assistance to help States, Tribes, and Territories administer the Child Care and Development Fund
- ★ A service of the Child Care Bureau

# *Professional Development Toolkit:* **Development**

- ★ Released in 2007 by NCCIC to assist States, Tribes, and Territories in the development, expansion, and revision of cross-sector professional development systems
- ★ Part of the Child Care Bureau's *Good Start, Grow Smart* initiative
- ★ Organized NCCIC and other national and State professional development resources around the "simplified framework"
- ★ Available on the Web at <http://nccic.acf.hhs.gov/pubs/goodstart/index.html>

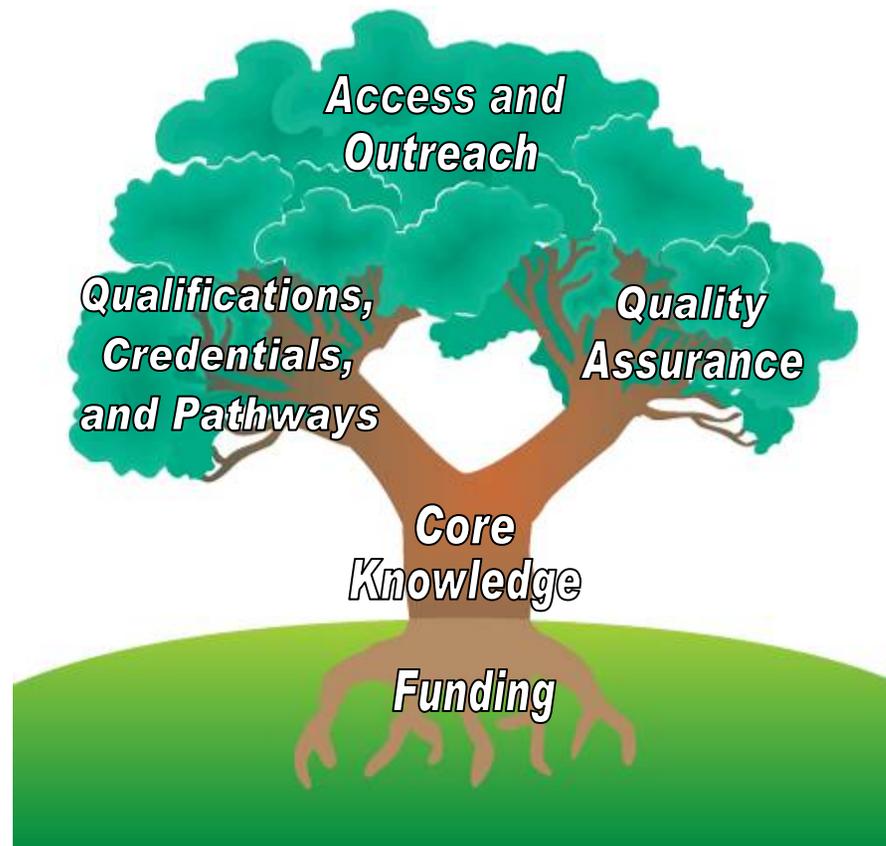
# *Professional Development Toolkit:* **Focus**

- ★ State examples of professional development system elements and components
- ★ What *does* exist: current
- ★ Developed in response to State, Tribal, and Territory information requests

# *Professional Development Toolkit:* **Content**

- ★ A research-based summary
- ★ Simplified framework
- ★ Definitions and overviews
- ★ State stories
- ★ Selected resources and State examples
- ★ Planning tools

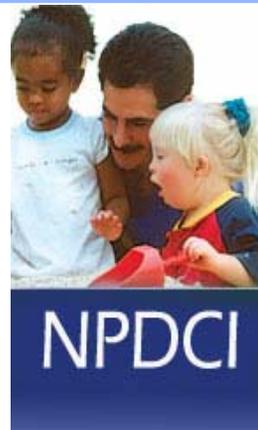
# *Professional Development Toolkit:* **Simplified Framework**



# *Professional Development Toolkit:* **Related Resources and Assistance**

- ★ Additional compilations of State examples and resources via [info@nccic.org](mailto:info@nccic.org)
- ★ Partnerships, Alliances, and Coordination Techniques, an NCCIC initiative
- ★ Technical assistance to CCDF Administrators and their partners

# ***The Big Picture Planning Guide***



Pam Winton, Senior Scientist

National Professional Development Center on Inclusion,  
FPG Child Development Institute at UNC-CH

Resources developed by the NPDCI Team (Virginia Buysse, Camille Catlett, Shelley deFosset, Tracey West, & Pam Winton)

# ***The Big Picture:***

## ***A Planning Guide for Cross-Sector Early Childhood Professional Development Systems***

- ★ Developed by National Professional Development Center on Inclusion (NPDCI) team at FPG Child Development Institute at UNC-CH
- ★ Five year project funded through US Dept of Education - OSEP

# *Big Picture Planning Guide:* **Development**

- ★ Evolving document
- ★ Reflects planning components and sequence developed through NPDCI technical assistance to 8 states
- ★ Input on PD definition and conceptual framework from large national advisory group

# *Big Picture Planning Guide:* **Focus**

- ★ Planning tool for developing a cross-sector professional development system



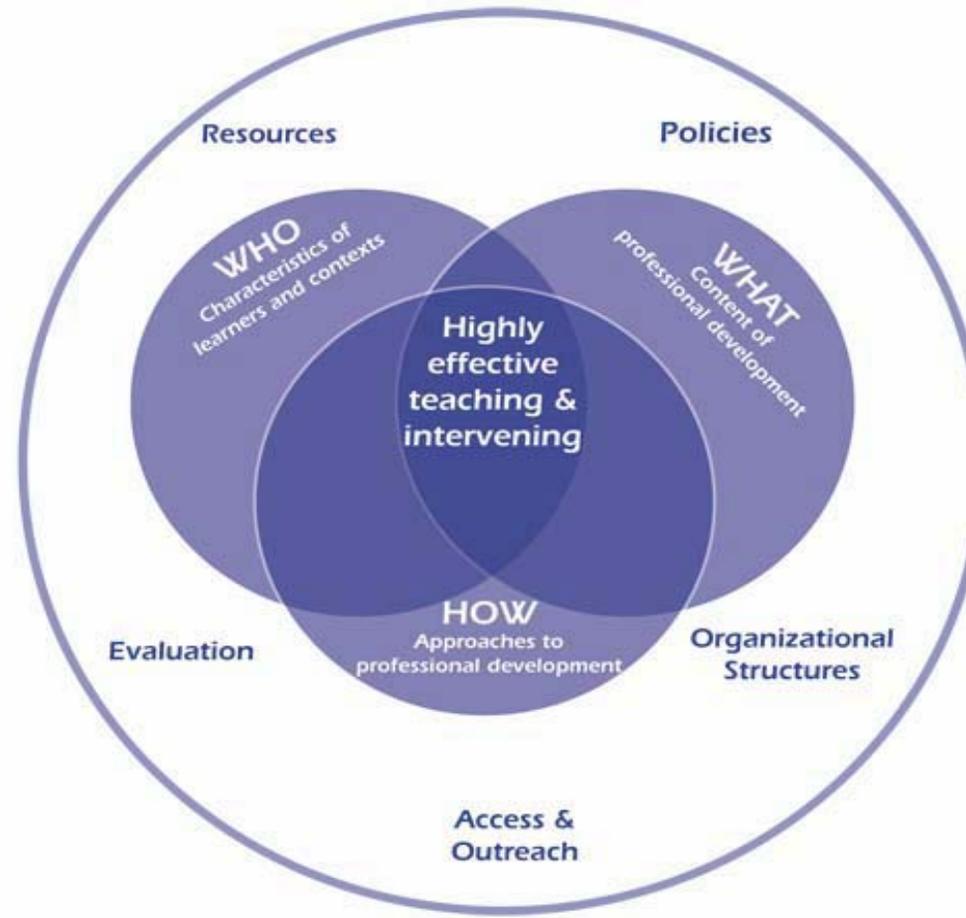
# *Big Picture Planning Guide:* **Content**

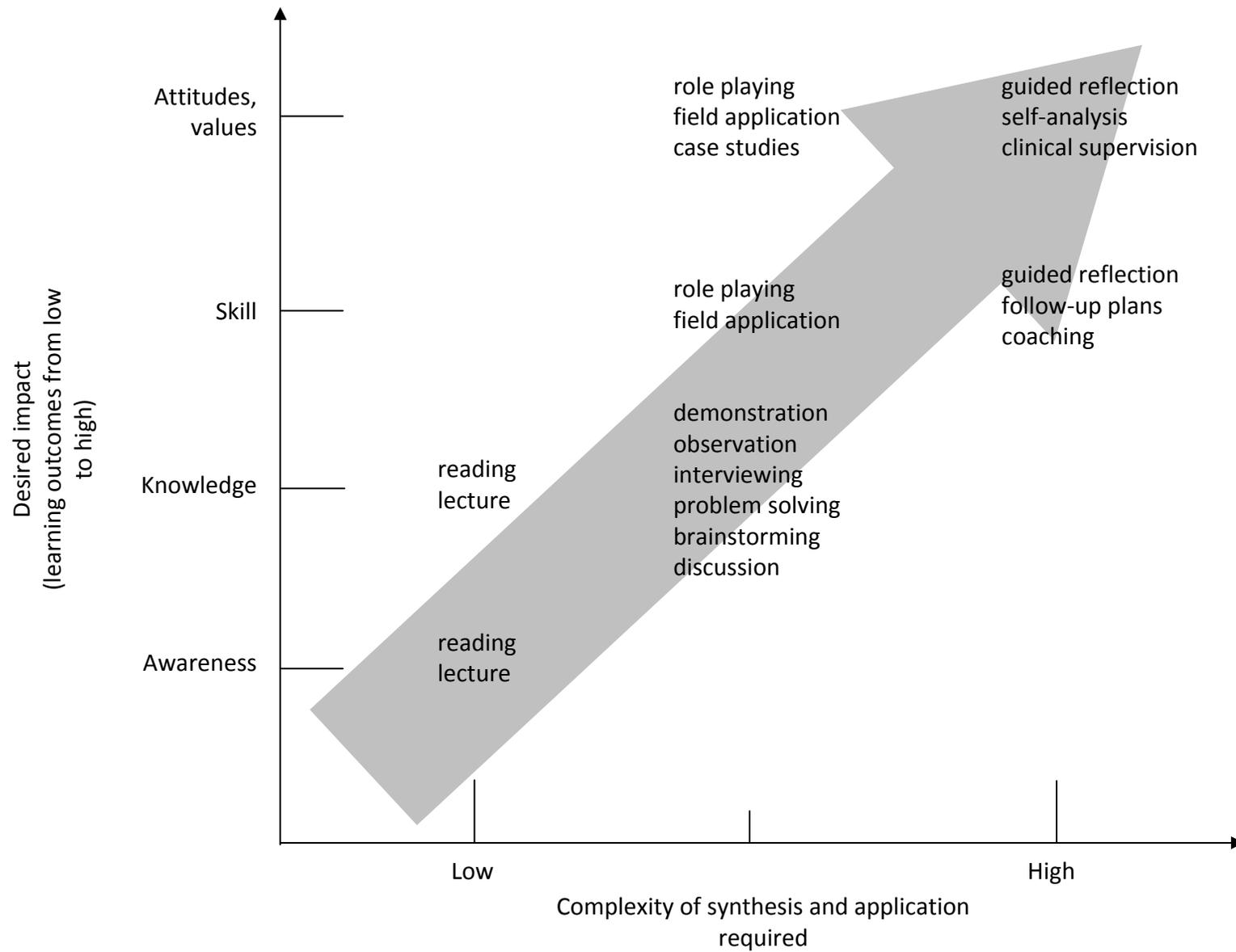
- ★ Definition of professional development (PD)
- ★ Conceptual framework for PD
- ★ 7-step planning sequence for developing cross-sector plan for PD
- ★ Suggestions for facilitation
- ★ Planning forms

# NPDCI Definition of Professional Development

- ★ “Professional development is facilitated teaching and learning experiences that are **transactional** and designed to support the **acquisition** of professional knowledge, skills, and dispositions as well as the **application** of this knowledge in practice.....

# Conceptual Framework for PD





A model for matching training approach to desired training outcomes and complexity of application. (Adapted from Harris [1980].)<sup>4</sup>

# *Big Picture Planning Guide:* **Related Resources and Assistance**

- ★ *What Do We Mean by Professional Development in the Early Childhood Field* (concept paper and PD definition)
- ★ *1-2-3 Planning Guide* (planning tool)
- ★ *DEC/NAEYC Position Statement on Inclusion*
- ★ *Research Synthesis Points on Inclusion*
- ★ *Why Program Quality Matters for Inclusion* (concept paper)
- ★ *The Landscape: A Statewide Survey for Providers of Professional Development in Early Childhood* (survey instrument)

Products available for free download at  
<http://community.fpg.unc.edu/resources/articles>

# System Scenario

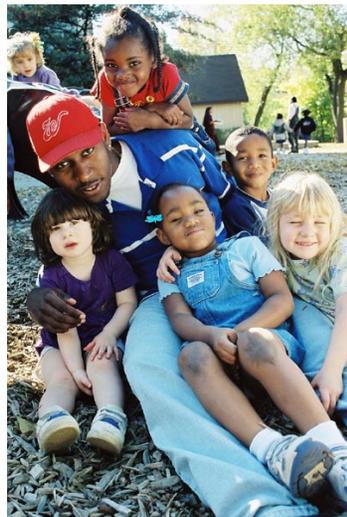


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# Activity Directions

- ★ Choose a time-keeper/facilitator
- ★ Individual read and review
  - ☆ Read the scenario
  - ☆ Choose one of the tools to examine more closely as a resource for addressing the scenario
- ★ Table discussion
  - ☆ How might each of the tools be used as a resource for addressing the challenges and tasks described in the scenarios

# Large Group Questions and Comments



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# Wrap-Up



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# Thank you!

★ Please contact Sarah LeMoine  
for additional information

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# Thank You!



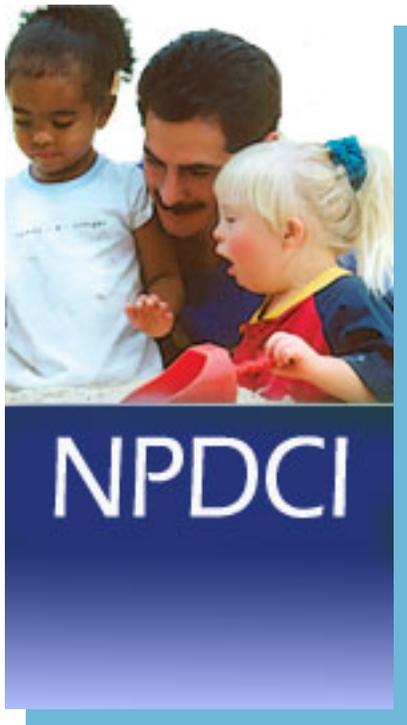
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# Thank you!



Join our Online Community at  
<http://community.fpg.unc.edu/>

Access NPDCI resources (including  
*The Big Picture, What Do We Mean by  
Professional Development in the Early  
Childhood Field, the Landscape*) at  
<http://community.fpg.unc.edu/resources>

Resources developed by the NPDCI Team (Virginia Buysse, Camille Catlett, Shelley deFosset, Tracey West, & Pam Winton)