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
Workforce Designs: A Policy Blueprint for State Professional Development Systems

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
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
   ☆ 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”
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
★ 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].)
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
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
Wrap-Up
Thank you!

★ Please contact Sarah LeMoine for additional information

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Thank You!
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)