



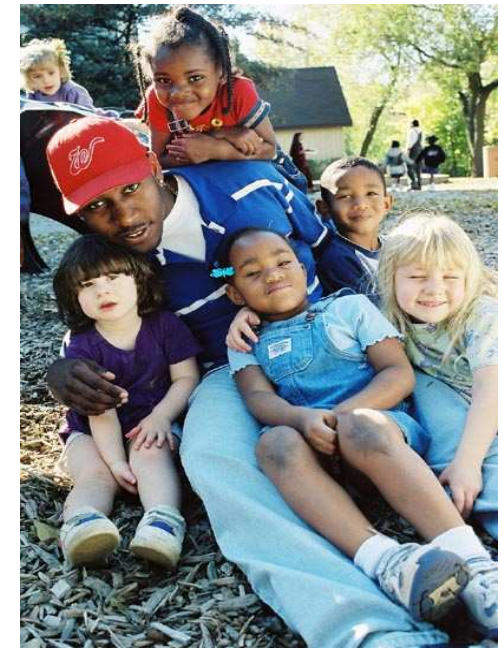
Professional Development System Policy Overview

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Early Childhood Workforce Systems Initiative
National Association for the Education of Young Children (NAEYC)

NAEYC's Early Childhood Workforce Systems Initiative is
Generously sponsored by the Birth to Five Policy Alliance and McCormick Foundation

NAEYC *Draft* Definition

Early childhood professional development is a continuum of learning and support activities designed to prepare individuals for work with and on behalf of young children and their families, as well as ongoing experiences to enhance this work. These opportunities lead to improvements in the knowledge, skills, practices, and dispositions of early childhood professionals.



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Levels & Integration of Standards



PD System & Individual Basics

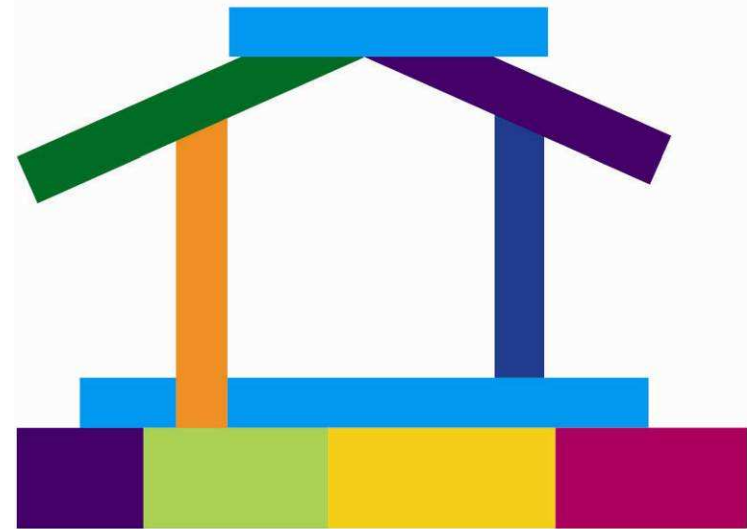
Comprehensive systems	Workforce perspective
Provide information about available career opportunities, support, training, and education	Let me know my options - what is required , desired, and available
Help individuals plan for and have access to a continuum of PD	Help me navigate the system, form my goals, and make a plan to achieve them
Ensure that offerings are responsive, quality , linked , and lead to/have the potential to lead to credentials or degrees	Make it meaningful and add up to something
Link increased qualifications with increased compensation	Reward me for achievements

Integrated State PD 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)

State Policy Blueprint: **Essential Policy Areas**

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



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

- ★ Integration
- ★ Quality assurance
- ★ Diversity, inclusion, and access
- ★ Compensation parity



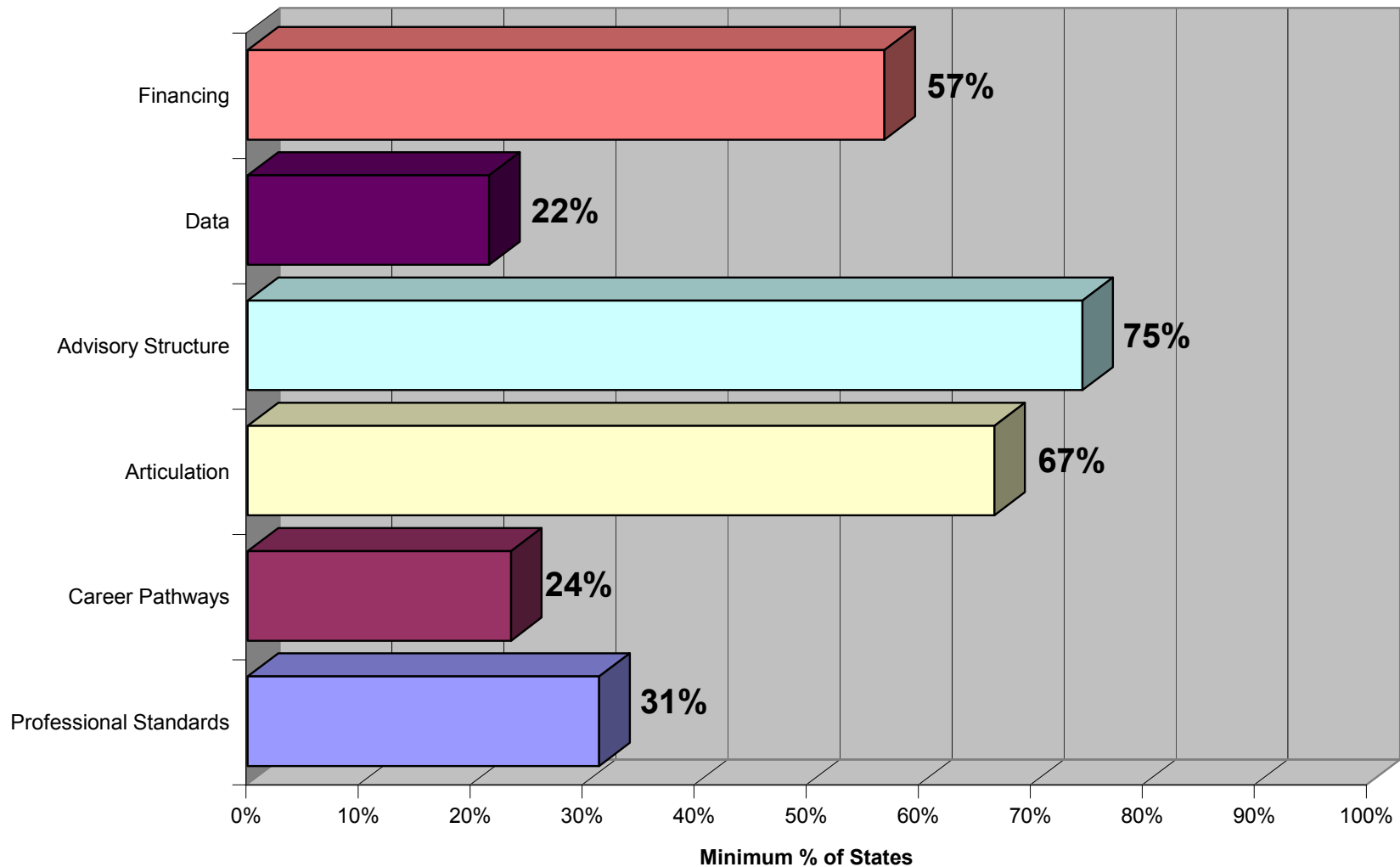
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System Elements +Supportive Policy

- ★ Many states have components of a professional preparation, development, and career system, BUT policies and initiatives are not linked.
- ★ Effective, integrated PD systems require both comprehensive, program components ***and*** underlying policies that intentionally promote the building and support of an integrated system that decreases duplication of efforts and increases sustainability.

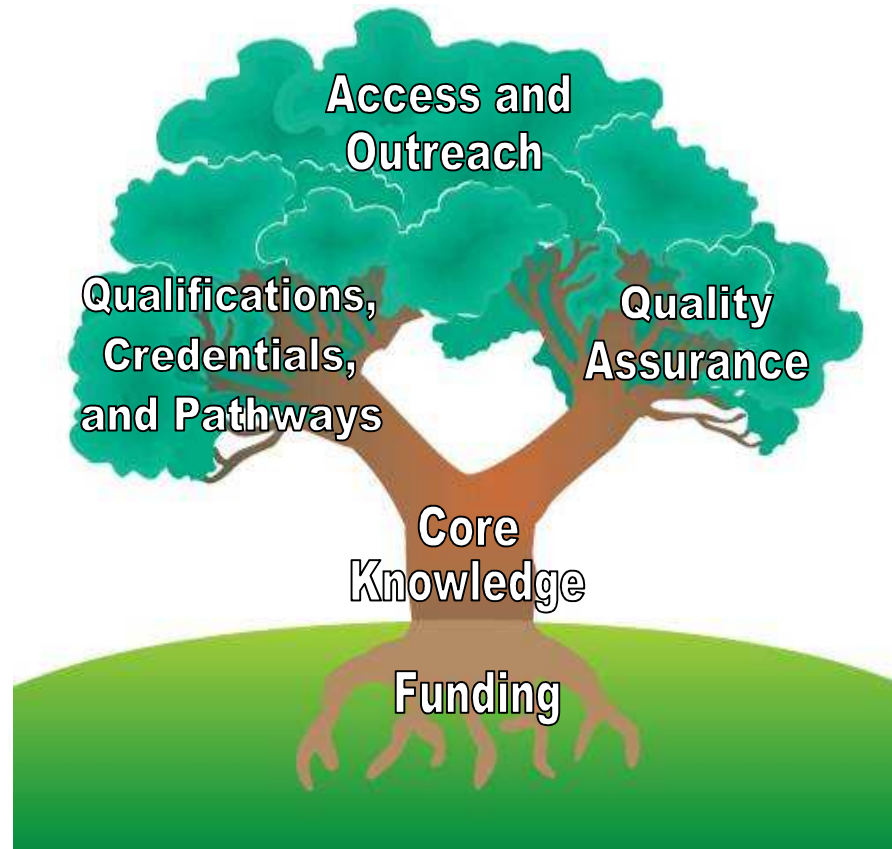
Snapshot of State Policies

States that Address Blueprint Essential Policy Areas in Statutes, Regulations, or Executive Orders



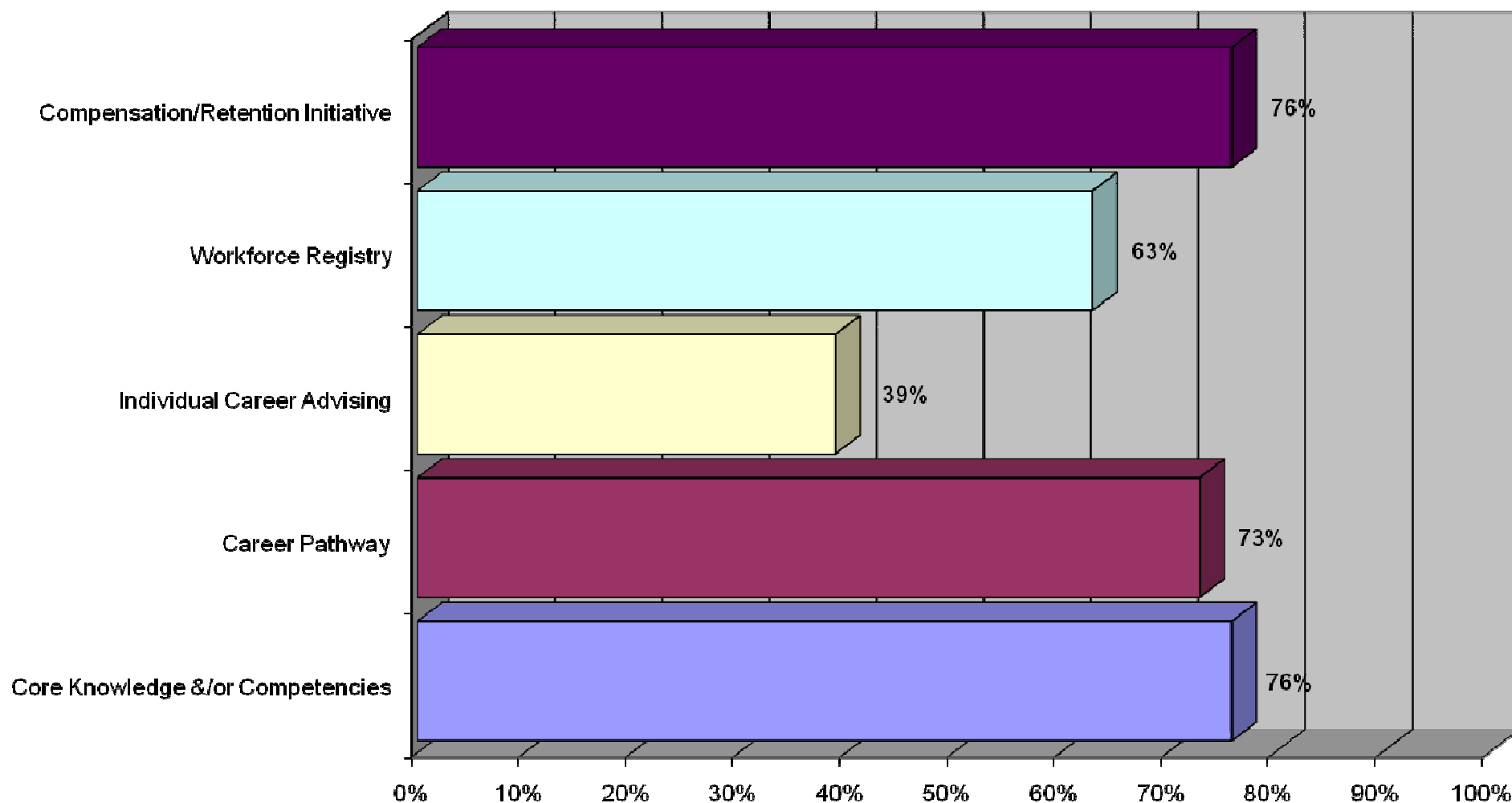
*n=51; Data as of August 2009

PD System Simplified Framework



Implementation Snapshot

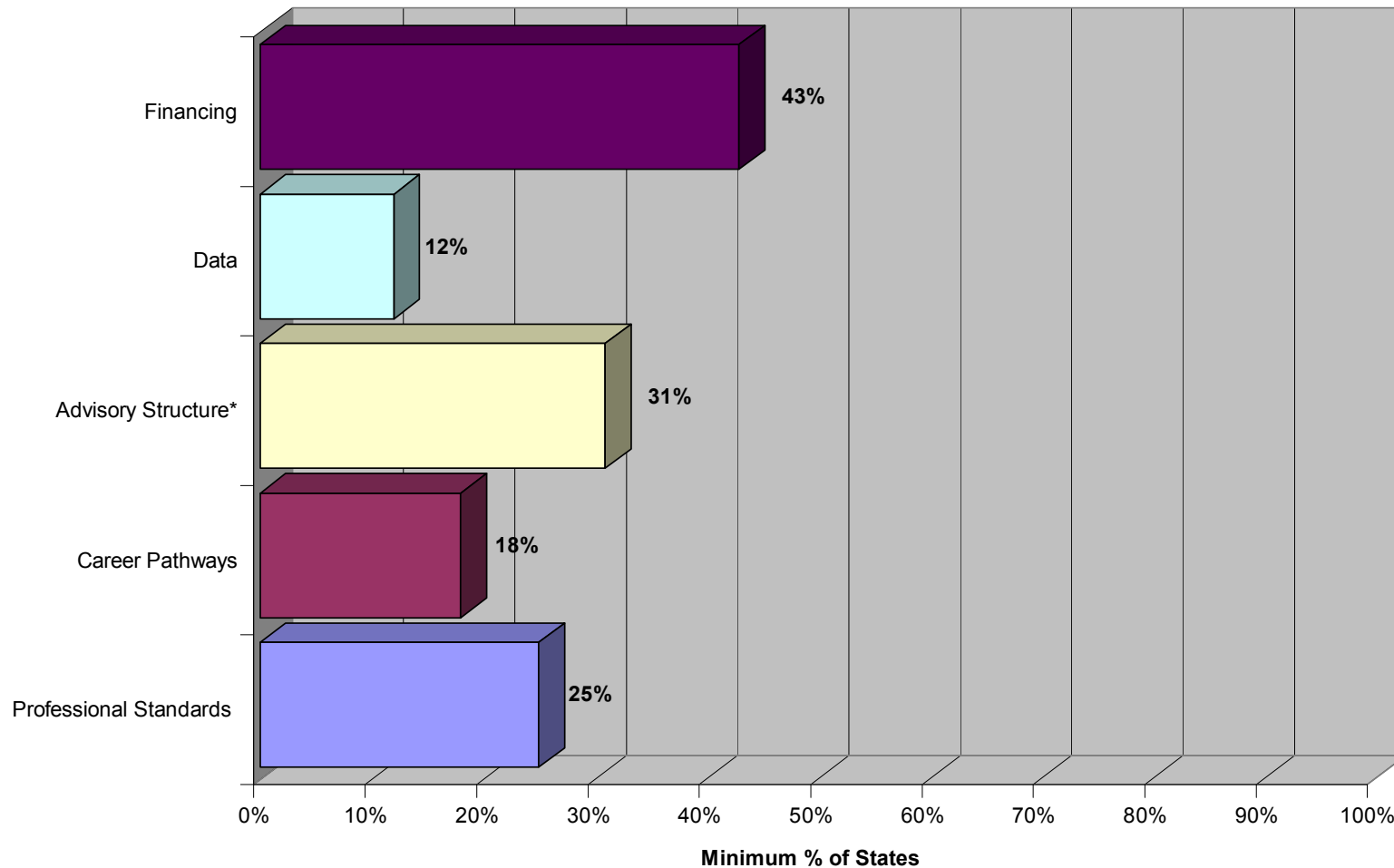
Minimum Percentage of States with Example System Components*



*n=51; Data as of August 2009

Policies & Implementation

Minimum Percentage of States with Public Policies *and* System Components



Related Resources & Assistance

NAEYC's Early Childhood Workforce Systems Initiative (ECWSI) is generously supported by the Birth to Five Policy Alliance and the McCormick Foundation

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

Thank you!



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