Effective PD Systems

Using the NAEYC *Policy Blueprint for State Early Childhood Professional Development Systems* to develop PD System Indicators

NAEYC Early Childhood Workforce Systems Initiative
Alison Lutton, Senior Advisor.
T.E.A.C.H. and WAGE$ National PD Symposium. April 28-29, 2015

Agenda

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NAEYC PDSI Project Overview

National Advisory Panel perspective

Pilot State perspective

Your perspective?

Next: Panel

Our Panel

Deb Cassidy, PDSI National Advisory Panel member and NC state team member

Anna Carter, NC state team member

Julie Rogers, PDSI National Advisory Panel member

Dianna Wallace, IN state team member

Alison Lutton, NAEYC

The NAEYC ECWSI

The Early Childhood Workforce Systems Initiative (ECWSI)

- **Purpose**: assist states in developing, enhancing, and implementing policies for *an integrated early childhood professional development system* for all early childhood education professionals working with and on behalf of young children.

http://www.naeyc.org/policy/ecwsi

Supports for your work

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The NAEYC Workforce
   Designs Policy Blueprint
   for State EC PDS
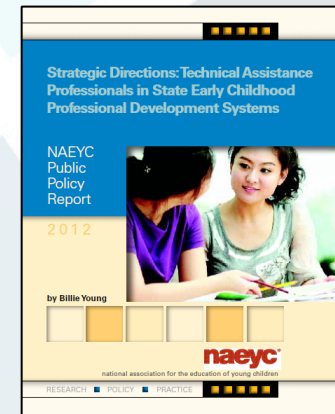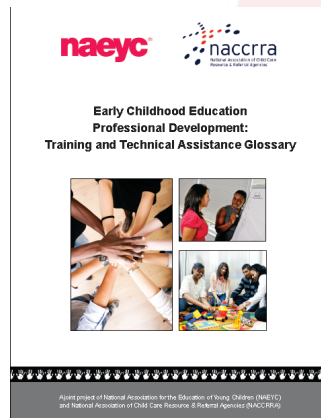
Publications

State TA

Summit of States

Policy databases

NEW: PDS Indicators
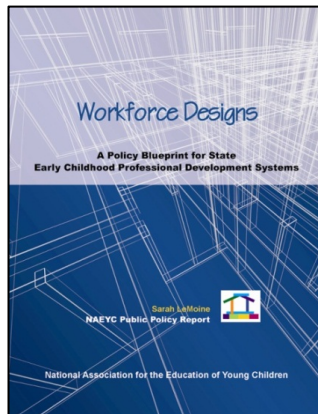
The NAEYC ECWSI

Publications

Next: blueprint goal
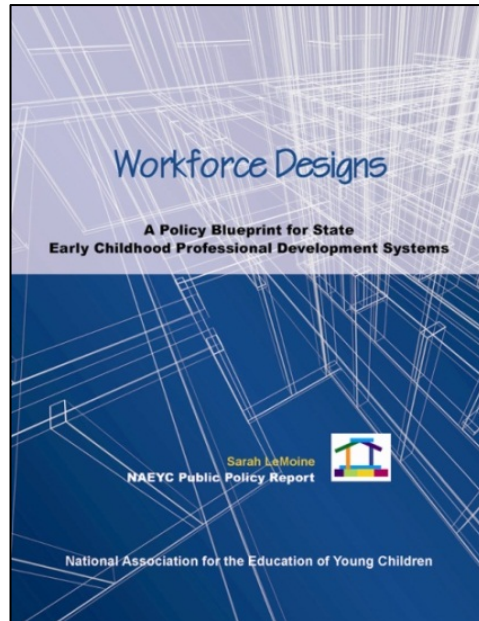
The NAEYC policy blueprint

Goal: Integrated system of professional development

- Child care
- Head Start
- Prekindergarten
- Early school grades
- Early intervention
- Special education services

Development of the blueprint

Intent

Vision for the future, what *should* exist
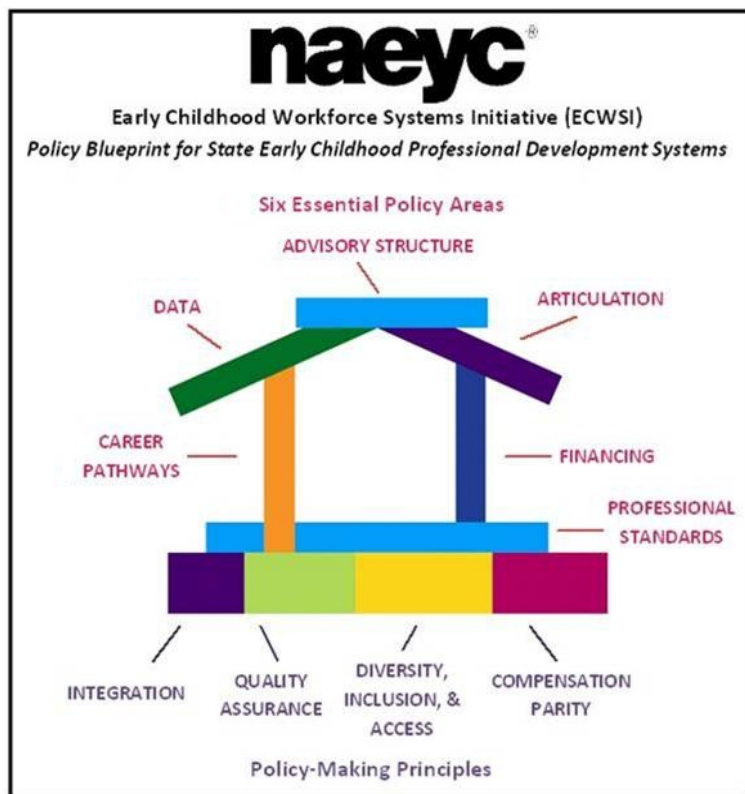
Input and feedback

Steering committee

Individual interviews

Focus groups: DC, multi state, AR, NJ

Alignment with NAEYC priorities, goals and work
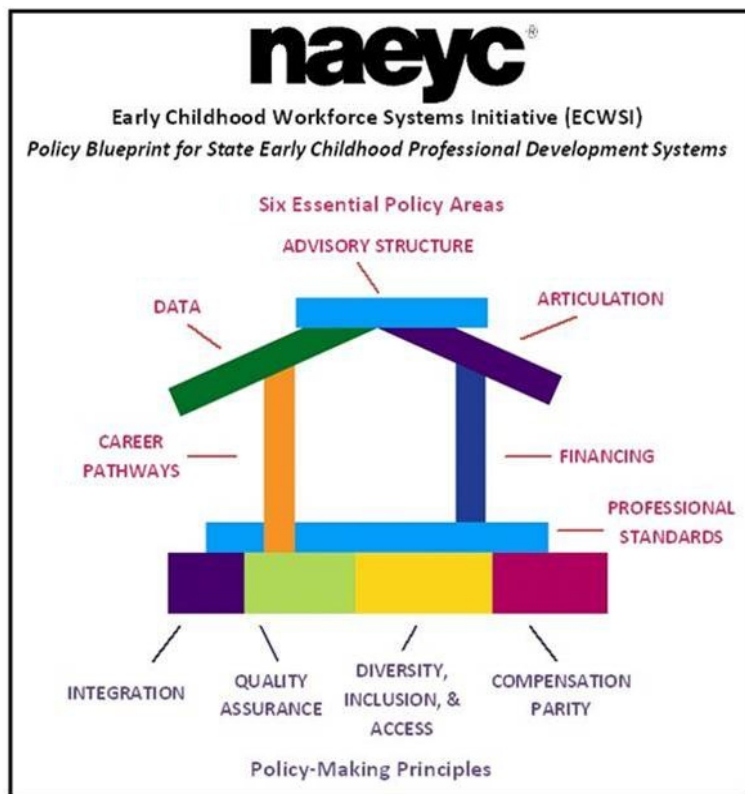
The NAEYC policy blueprint

Using the blueprint

- **6 policy areas** provide essential supports – the floor, walls and roof of the EC PD system
- **4 principles** or values guide development and evaluation of policies in all 6 areas – the house is built on a strong foundation
- **As a whole**, the blueprint is a tool for construction, strategic planning, and policy recommendations
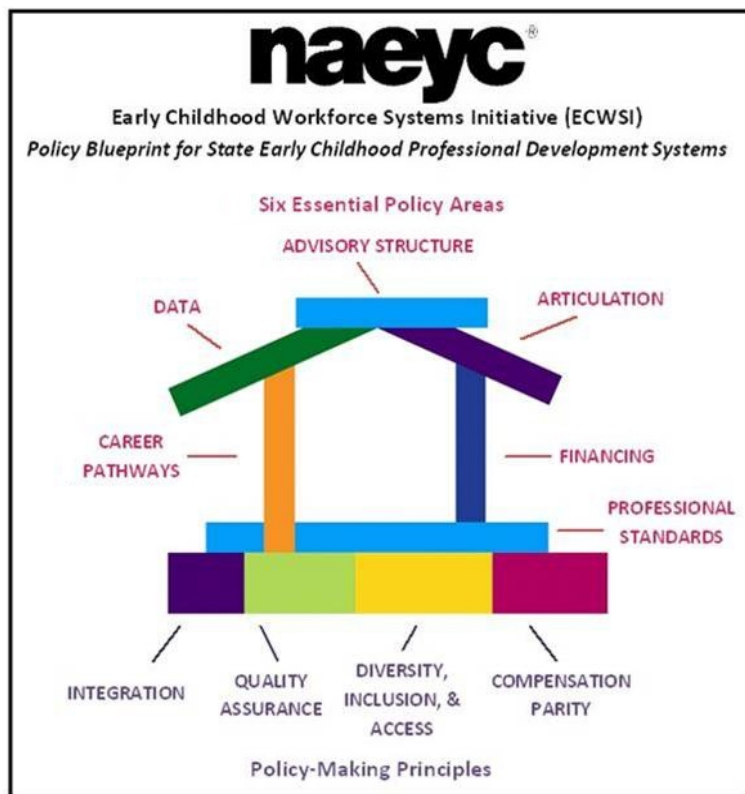
The NAEYC policy blueprint

naeyc
Early Childhood Workforce Systems Initiative (ECWSI)
Policy Blueprint for State Early Childhood Professional Development Systems

6 essential policy areas

1. **Professional Standards**
2. **Career Pathways**
3. **Articulation**
4. **Advisory Structure**
5. **Data**
6. **Financing**

Blueprint p. 13

The NAEYC policy blueprint

4 principles to apply

1. Integration across sectors, agencies and quality initiatives
2. Quality assurance
3. Diversity, inclusion and access
4. Compensation parity

Next: Policy Area1 example

Using the blueprint

Policy Area 1 Professional Standards: Apply 4 principles

Do our policies around standards

- Increase *system integration* across ECE sectors?
- Include *quality assurances* that the standards are strong and PD programs meet them?
- Support *diversity, inclusion and access* in the content of standards and in PD programs themselves?
- Increase *compensation parity* for comparable roles across sectors?
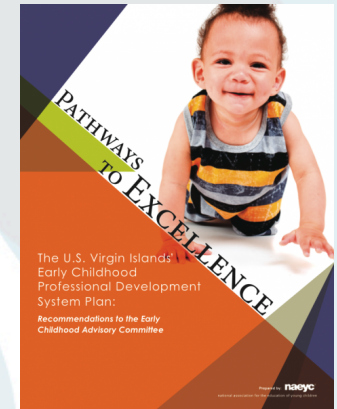
State examples

AZ, IA, RI, VI reports using NAEYC blueprint as framework for PD system plans
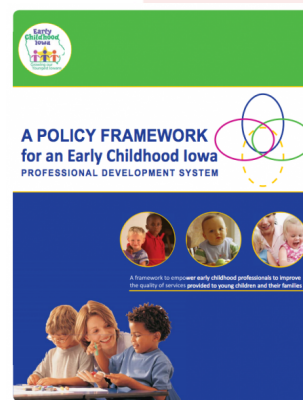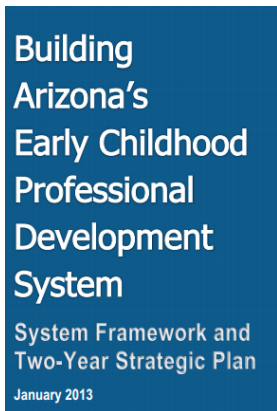
The next questions

What do the four policy principles really mean?

1. What does PD *system integration* look like?
2. What *quality assurances* are we talking about?
3. How can we measure *diversity, inclusion and access* in our PD system?
4. How do actions in the six policy areas create opportunities or barriers to *compensation parity*?

Could national indicators of EC PDS quality help states and yield a national report on capacity, need, and promising strategies?

Panel and states agree

PD System Indicators should be

1. Fewer, clearer, higher – closer to 10 than 100
2. Both aspirational and achievable
3. Evidence-based with impact on program quality and on conditions for teaching and learning
4. Fair to states
5. Useful to policy makers, advocates, and the profession

Panel recommendations

Pilot states need to

1. Get input from a cross sector team
2. Represent different levels of PDS development
3. Represent different state political contexts
4. Include NAEYC affiliate leaders on the team

Next: Hear from pilot states

The Pilot State experience

- Why did your state decide to participate?
- What is your process for gaining cross sector input?
- What are the benefits and challenges so far?
- What are the hopes for use of the final PD System Indicators tool?

Let's hear from you

Could your state use an instrument like this?

What do you see as the benefits or opportunities?

What do you see as the risks or "only ifs"?

Next steps

- June presentation of pilot results at NAEYC Institute for Professional Development

- Final instrument August 2015

- National distribution and report 2016

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