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
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Agenda

NAEYC PDSI Project Overview
National Advisory Panel perspective
Pilot State perspective
Your perspective?
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

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

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

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

Next: Blueprint development
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

6 essential policy areas

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

Blueprint p. 13

Next: 4 principles
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

Blueprint p. 13

Next: Policy Area 1 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

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

Next: State teams & process
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
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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