



Professional Development System Indicators

NAEYC is currently developing a set of indicators to benchmark the quality and effectiveness of state early childhood professional development systems and stimulate strategic planning. A National Advisory Panel began work in the fall of 2014 and will continue to meet through the summer of 2015 to shape the indicators, survey tool and project approach. Additional national reviewers provided input into the draft indicators. A State Cohort of cross sector leadership teams from seven states (CT, IN, IA, NC, OR, TN and VA) piloted an indicators survey with cross sector teams during April and May of 2015. Each cross sector team included childcare, Head Start, prekindergarten/preschool, K-3, higher education, and NAEYC affiliate representation. This project is funded by The Alliance for Early Success.

The National Advisory Panel and State Cohort leaders have already provided valuable input into our thinking about the purpose, content and format of these indicators. Results of the state pilot will be shared during the June NAEYC 2015 National Institute for Early Childhood Professional Development in New Orleans and at other national conferences and meetings. The pilot results will guide national dissemination of the survey instrument and development of a national report in 2016.

The PD System Indicators project uses NAEYC's *Workforce Designs: A Policy Blueprint for State Early Childhood Professional Development Systems*, as its framework. The Workforce Designs Blueprint describes six policy areas and four overarching policy principles for state PD systems development. We view the Blueprint and the Indicators project as an advocacy and implementation resource for use by policy makers, advocates and the profession in our work to build the state PD supports that we need. The indicators will be designed to measure effectiveness related to these four principles or goals, developed in the Blueprint:

1. Integration across early childhood education sectors
2. Quality assurances across policy areas
3. Diversity, inclusion and access for children, families and professionals
4. Compensation parity across early childhood education sectors

The PD Systems Indicators project is one of NAEYC's current initiatives supporting the focus on the profession in our new Strategic Directions document, alongside our Kellogg-funded Strengthening the Professional Pipeline project. We believe that both of these projects take on even more importance in context of the newly released National Academies of Science report *Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation*.

For more information please contact Alison Lutton, Senior Advisor, Early Childhood Workforce Systems Initiative, alutton@naeyc.org

Goal

Develop a set of indicators to benchmark the quality and effectiveness of state early childhood professional development systems and stimulate strategic planning.

Indicators of Effective Professional Development Systems

The indicators will be designed to measure effectiveness related to these four principles or goals, developed in the Blueprint:

1. Integration across early childhood education sectors
2. Quality assurances across policy areas
3. Diversity, inclusion and access for children, families and professionals
4. Compensation parity across early childhood education sectors

Timeline

2015

- Identify an advisory group to lead the work
- Draft and refine tool for measuring indicators
- Pilot tool with 7 states

2016

- Finalize tool for measuring indicators
- Gather data from states to inform the development of a national report