

The background features a light blue gradient with three stylized human figures in red, blue, and yellow, each with arms raised. A large, faint star is positioned at the top center. Below the figures are several light blue, curved, wave-like shapes.

# Early Childhood

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## Comprehensive System of Personnel Development: A Part C IDEA Required Activity

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## Sec. 303.118 Comprehensive system of personnel development (CSPD)

[Statute/Regs Main](#) » [Regulations](#) » [Part C](#) » [Subpart B](#) » Section 303.118

303.118 Comprehensive system of personnel development (CSPD).

Must include—

- (1) Training personnel to implement innovative strategies and activities for the recruitment and retention of EIS providers;
- (2) Promoting the preparation of EIS providers who are fully and appropriately qualified to provide early intervention services under this part; and
- (3) Training personnel to coordinate transition services for infants and toddlers with disabilities who are transitioning from an early intervention service program under part C of the Act to a preschool program under section 619 of the Act, Head Start, Early Head Start, an elementary school program under part B of the Act, or another appropriate program.

# The Challenge

## Current System

- Professional Development Workgroup (PDWG)
- Dept. of Health Services
- Dept. of Economic Security (DES) AZEIP
- ADE: Early Childhood Education & Special Education
- K-3
- Head Start
- DES Child Care Administration
- First Things First
- AHCCCS
- Children's Rehabilitative Services
- Arizona Schools for the Deaf and Blind (ASDB)
- Division of Developmental Disabilities



# CSPD Vision and Mission

**Vision:** An equitable and accessible early childhood professional development system informed by evidence-based practices that strengthens all Arizona children and their families.

**Mission:** Our early childhood comprehensive system of professional development will support a unified cross-disciplinary early childhood workforce in Arizona that serves children and families in the contexts of inclusion, access, and equity through creative and collaborative system-building.



# Comprehensive System Components

## Six Components

1. Leadership/Coordination
2. Recruitment/Retention
3. Personnel Standards
4. Preservice Training
5. Inservice Training
6. Evaluation



# Process

Subgroup work—analyze and develop goals and action plans



- **Members meet weekly to build and address action plans with the support of an ECPC TA provider.**

Subcomponent Workgroup	Description	Link to Action Plan
Leadership, Coordination, and Sustainability	Setting priorities and facilitating policy, governance, and financial decisions related to the CSPD.	<a href="https://drive.google.com/file/d/13RX-gAcNBzYeEXc7ddh-d_CDkaRhEZ11/view?usp=sharing">https://drive.google.com/file/d/13RX-gAcNBzYeEXc7ddh-d_CDkaRhEZ11/view?usp=sharing</a>
Recruitment and Retention	Understanding recruitment and retention trends across sectors and identifying strategies to support R&R.	<a href="https://drive.google.com/open?id=1336PAx4x2WFbbgc8QWJf-nt-yVnN7tsB">https://drive.google.com/open?id=1336PAx4x2WFbbgc8QWJf-nt-yVnN7tsB</a>
Personnel Standards	Understanding state personnel standards, discipline specific knowledge, skills and competencies, and ensuring alignment with national standards.	<a href="https://drive.google.com/open?id=1Xo6lcNGH0bRY0mZbs1umzUpEenMmd6XP">https://drive.google.com/open?id=1Xo6lcNGH0bRY0mZbs1umzUpEenMmd6XP</a>
Preservice	Preparation of cross-sector EC workforce through programs of study at Institutes of Higher Ed	<a href="https://docs.google.com/spreadsheets/d/1QG3OJ8r8ffTOHpowDdwKNQgG1TbOiwY7ohWjD_qhZBs/edit?usp=sharing">https://docs.google.com/spreadsheets/d/1QG3OJ8r8ffTOHpowDdwKNQgG1TbOiwY7ohWjD_qhZBs/edit?usp=sharing</a>
Inservice	Understanding ongoing learning activities to build competence of cross-sector EC workforce	<a href="https://drive.google.com/open?id=1NnI_rUTKizGGN3905SSAZVA_b_S17oc3d">https://drive.google.com/open?id=1NnI_rUTKizGGN3905SSAZVA_b_S17oc3d</a>
Evaluation	Evaluation of overall CSPD and each subcomponent group	<a href="https://drive.google.com/open?id=1hCdC2eLgdbu_MRbHGiw_WY0kIhnY_5u">https://drive.google.com/open?id=1hCdC2eLgdbu_MRbHGiw_WY0kIhnY_5u</a>

# CSPD Initiative Needs

Become a member of a CSPD subgroup

**Parent members whose children either are receiving early intervention or have received EI services are invited to be a member of a subgroup.**

**Contact Us:**

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