Early Childhood

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

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IDEA Part C Requirement



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.

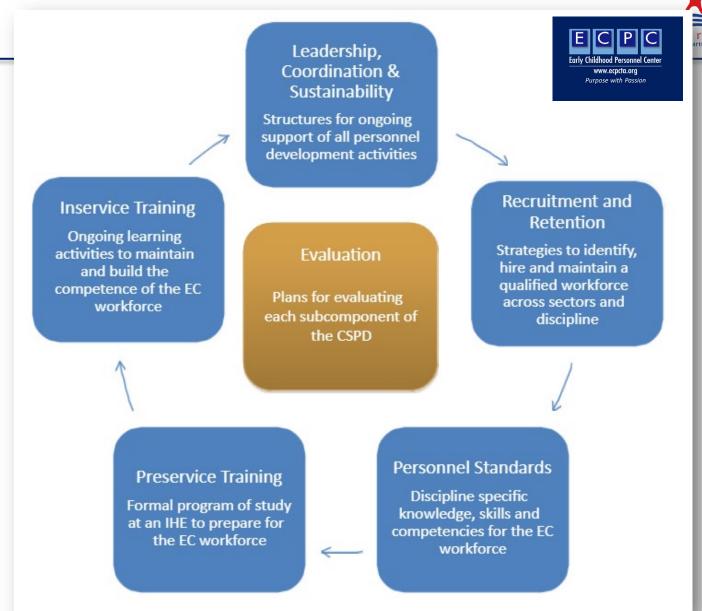
Mission: Our early childhood comprehensive system of professional development will support a unified cross-disciplinary early childhood workforce in Arizona that serves children and families in the contexts of inclusion, access, and equity through creative and collaborative system-building.



Comprehensive System Components

Six Components

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



Process

A r i z o n a Department of Education

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.	https://drive.google.com/file/d/13RX-gAcNBzyeEXc7ddh-d_CDkaRhEZ11/view?usp=sharing
Recruitment and Retention	Understanding recruitment and retention trends across sectors and identifying strategies to support R&R.	https1336PAx4x2WFbbgc8QWJf-nt- yVNn7tsB://drive.google.com/open?id=
Personnel Standards	Understanding state personnel standards, discipline specific knowledge, skills and competencies, and ensuring alignment with national standards.	https://drive.google.com/open?id=1Xo6lcNGH0bRY0mZbs1umzUp EenMmd6XP
Preservice	Preparation of cross-sector EC workforce through programs of study at Institutes of Higher Ed	https://docs.google.com/spreadsheets/d/1QG3OJ8r8ffTOHpowDdwKNQgG1TbOiwY7ohWjDqhZBs/edit?usp=sharing
Inservice	Understanding ongoing learning activities to build competence of cross-sector EC workforce	https://drive.google.com/open?id=1Nnlr_UTKizGGN3905SSAZVA b_SI7oc3d
Evaluation	Evaluation of overall CSPD and each subcomponent group	https://drive.google.com/open?id=1hCdC2eLgdbu_MRbHGlw_WY 0klihnY_5u

CSPD Initiative Needs

Become a member of a CSPD subgroup



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

Contact Us:

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