

# The Early Childhood Personnel Center

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## ECPC MISSION:

The Early Childhood Personnel Center (ECPC) is funded to facilitate the implementation of integrated and comprehensive systems of personnel development (CSPD) for all personnel serving infants and young children with disabilities. Activities of the Center are grouped in three major areas.

**Knowledge Generation:** ECPC generates new knowledge through literature syntheses, analyses of personnel standards, and cross-walks of discipline competencies.

**Technical Assistance:** ECPC is facilitating the development and implementation of statewide early childhood CSPDs.

**Leadership and Coordination:** ECPC participates and collaborates with national organizations and TA centers. ECPC is also providing TA to state early childhood leadership teams.

## BUILDING A CSPD:

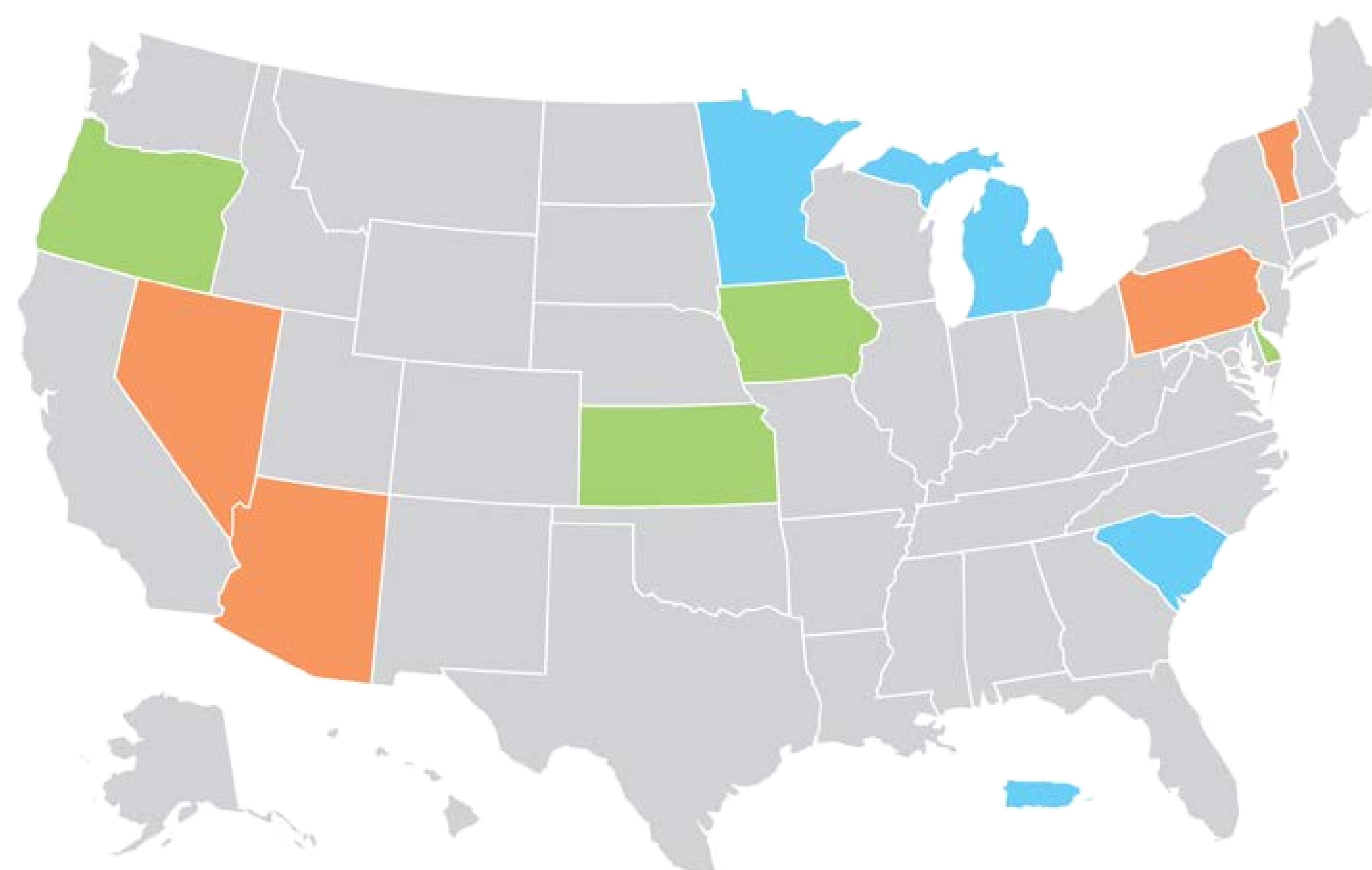
**Method:** Implementation frame through strategic planning

**Outcome:** Scaling up of effective practices for personnel development

## COMPREHENSIVE SYSTEM OF PERSONNEL DEVELOPMENT:



## OUR PARTICIPATING INTENSIVE TA STATES:



**Cohort 1:**  
Delaware  
Iowa  
Kansas  
Oregon

**Cohort 2:**  
Arizona  
Nevada  
Pennsylvania  
Vermont

**Cohort 3:**  
Michigan  
Minnesota  
Puerto Rico  
South Carolina

<b>Leadership, Coordination, &amp; Sustainability</b>	<p><b>Quality Indicator 1:</b> A cross sector leadership team is in place that can set priorities and make policy, governance, and financial decisions.</p> <p><b>Quality Indicator 2:</b> There is a written multi-year plan in place to address all sub-components of the CSPD</p>
<b>State Personnel Standards</b>	<p><b>Quality Indicator 3:</b> State personnel standards across disciplines are aligned to national professional organization personnel standards.</p> <p><b>Quality Indicator 4:</b> The criteria for state certification, licensure, credentialing and/or endorsement are aligned to state personnel standards and national professional organization personnel standards across disciplines.</p>
<b>Preservice Personnel Development</b>	<p><b>Quality Indicator 5:</b> Institution of higher education (IHE) programs and curricula across disciplines are aligned with both national professional organization personnel standards and state personnel standards.</p> <p><b>Quality Indicator 6:</b> Institution of higher education programs and curricula address early childhood development and discipline specific pedagogy.</p>
<b>Inservice Personnel Development</b>	<p><b>Quality Indicator 7:</b> A statewide system for inservice personnel development and technical assistance is in place for personnel across disciplines</p> <p><b>Quality Indicator 8:</b> A statewide system for inservice personnel development and technical assistance is aligned and coordinated with higher education program and curricula across disciplines</p>
<b>Recruitment and Retention</b>	<p><b>Quality Indicator 9:</b> Comprehensive recruitment and retention strategies are based on multiple data sources, and revised as necessary.</p> <p><b>Quality Indicator 10:</b> Comprehensive recruitment and retention strategies are being implemented across disciplines.</p>
<b>Evaluation</b>	<p><b>Quality Indicator 11:</b> The evaluation plan for the CSPD includes processes and mechanisms to collect, store, and analyze data across all subcomponents</p> <p><b>Quality Indicator 12:</b> The evaluation plan is implemented, continuously monitored, and revised as necessary based on multiple data sources</p>

The contents of this poster were developed under a grant from the US Department of Education, #H325B120004. However, those contents do not necessarily represent the policy of the US Department of Education, and you should not assume endorsement by the Federal Government. Project Officer, Dawn Ellis, PhD.

