

### What is a Comprehensive System of Personnel Development (CSPD)?

A system designed to address the challenges faced in the Early Childhood (EC) workforce, including:

- Shortages of personnel
- Need for additional training at both the pre-service and in-service levels
- Inconsistent alignment of state and national competencies and standards
- Challenges faced by EC personnel due to the diversity of needs of young children and their families
- Inequities of preparation and compensation among those providing services

An effective system must:

- Coordinate and address state needs for quantity and quality of EC personnel and their degree of support required
- Acknowledge the need for coordination between pre-service and in-service to ensure the consistent use of evidence-based practices
- Monitor progress through ongoing evaluation to assess the capacity to implement program quality standards that result in improved outcomes for children and families



### About a CSPD



- A CSPD is the primary mechanism by which a state ensures that infants, toddlers, and young children with disabilities and their families are provided services by knowledgeable, skilled, competent, and highly qualified personnel, and that sufficient numbers of these personnel are available in the state to meet service needs.
- An effective CSPD is key to promoting both effective practices and the implementation of legal requirements as determined by the IDEA.
- An implementation framework is followed to develop a CSPD. During the installation phase the state conducts a strategic planning meeting where an action plan for each of the 6 subcomponents of the CSPD is developed. The action plans outline specific steps for each workgroup that need to be completed within one year.

### A CSPD has Six (6) Subcomponents

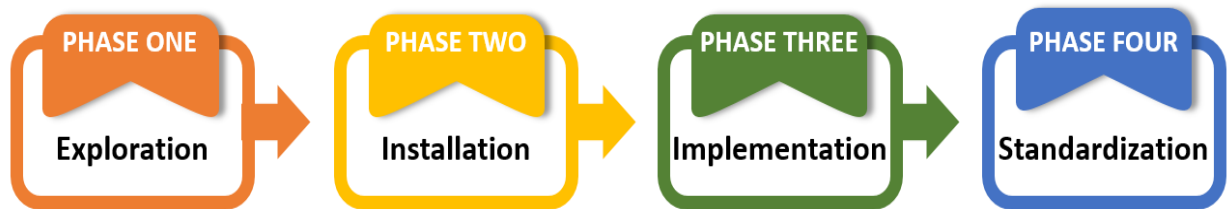
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# How Does A State Create A CSPD?



- ECPC uses the Guide to Intensive TA<sup>1</sup> to assist states who are committed to building a state early childhood CSPD.
- The state team completes the Personnel/Workforce Component of the ECTA Early Childhood System Framework<sup>2</sup> ([ECPC-CSPD Self-Assessment](#)); this guides in the planning, development, implementation and evaluation of a CSPD.
- The strategic planning team develops the state CSPD vision, mission, and work plans for each of the six subcomponent workgroups.
- Each workgroup meets monthly and reports progress across all groups.
- The 18-month implementation framework uses 4 distinct and sequential phases. Each phase addresses 3-5 objectives that must be obtained by the state's leadership team in order to establish and/or maintain the framework of the CSPD.



## References



<sup>1</sup>Early Childhood Personnel Center (n.d.). *Guide to Intensive Technical Assistance*. Retrieved from <https://ecpcta.org/cspd>

<sup>2</sup>Early Childhood TA Center. (2015). *A System Framework for Building High-Quality Early Intervention and Preschool Special Education Programs*. Retrieved from <https://ectacenter.org/sysframe/>

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