Implementing Systems Change in ECE Professional Development
New York Works for Children

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December 2015
A Little Bit of History
New York’s Early Learning Framework
New York’s Workforce System

Core Knowledge and Competencies
- Standards and Best Practices for Professional Preparation and Practice
- Guidelines for Child Development and Learning

Career Pathways

Program Quality
- Recruitment, Retention, and Compensation

Professional Preparation and Development
- Recruitment Initiatives
- Retention Initiatives
- Compensations Initiatives
- QUALITYstarsNY Implementation
- Monitoring Processes
- Program Standards
- Regulation
- Accreditation

System Development and Accountability
- Outreach, Engagement, and Communication
- Career Advising
- Resources and Tools
- Scholarships and Grants
- Ongoing Data Collection
- Research and Policy Analysis
- Policy, Program, and Service Development and Evaluation
- Taking Innovative and Effective Initiatives to Scale

Professional Preparation
- Articulation Agreements

Professional Development
- Access to Education and Professional Development
New York’s Workforce System

- Program Types and Positions
- Credentials
- Career Ladder
- Certification
- Qualifications

Career Pathways
New York’s Workforce System

Career Pathway Supports

Outreach, Engagement, and Communication
Career Advising
Resources and Tools
Scholarships and Grants
New York’s Workforce System

System Development and Accountability

- Ongoing Data Collection
- Research and Policy Analysis
- Policy, Program, and Service Development and Evaluation
- Taking Innovative and Effective Initiatives to Scale
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Professional Preparation and Development

- Professional Preparation
- Articulation Agreements
- Professional Development
- Access to Education and Professional Development
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QUALITYstarsNY Implementation

Monitoring Processes

Program Standards

Regulation

Accreditation

Program Quality
New York’s Workforce System

- Recruitment Initiatives
- Retention Initiatives
- Compensations Initiatives

Recruitment, Retention, and Compensation
It takes a very long time to get to obvious...

1876

2006
Using QRIS as Leverage

- QUALITYstarsNY and Aspire
- Raising the bar – introducing new and higher standards
- Providing Supports and Incentives
- Recognition
NOTE: In Prekindergarten, children are expected to demonstrate increasing awareness and competence in the areas that follow...
Using the IOM Report as Leverage

- Implications for Teaching workforce
- Implications for Early Childhood Leadership
Coaching

• Building Systems
  – Creating competencies
  – Establishing new career pathways
  – Introducing new paradigms

• 2 concrete examples:
  – QSNY
  – Pre-K

• Inspiring Innovation
  – Coaching with Leadership Project
Continuous Quality Improvement

Observation → Assessment

Professional Support

Planning
Continuous Quality Improvement

### Core Competencies

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<tr>
<th>Area of Opportunity</th>
<th>Assessment</th>
<th>Notes</th>
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<tr>
<td>2.1 Seeks feedback and is responsive to suggestions, feedback, and questions.</td>
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<td>2.2 Communicates regularly, respectfully, and effectively with others.</td>
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<td>2.3 Provides families with opportunities to learn and develop skills to help their children achieve desired outcomes.</td>
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<td>2.4 Shares power with families and involves them in decision-making.</td>
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<td>2.5 Helps connect families with needed resources and services.</td>
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<td>2.6 Supports families through transitions between programs.</td>
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### Area of Strength

- Consistently implements the related behaviors/skills.
- Successfully implements the related behaviors/skills, but may need additional support.
- Implements the related behaviors/skills, but with guidance.
- Successfully implements the related behaviors/skills, but with reminders.

### Area of Opportunity

- Not consistently implementing the related behaviors/skills.
- Not yet successfully implementing the related behaviors/skills.
- Weak understanding of the related behaviors/skills.
- Requires additional support to implement the related behaviors/skills.
Funding Considerations

Years Leading to Full QSNY Implementation

- Quality scholars Funding
- Current State Training Dollars
Final Thoughts....

*If everything is under control you’re not going fast enough.*
Mario Andretti

*Nothing good is easy – and nothing is linear.*
Sherry Cleary