

PROFESSIONAL DEVELOPMENT SYSTEM

Access and Outreach

Credentials &
Qualifications

Quality
Assurances

Core
Knowledge

Funding



Elements of a Professional Development System for Early Care and Education: A Simplified Framework—Component Examples and Definitions

FUNDING

- **Scholarships for professional development, courses, and degrees**
- **Compensation/retention initiatives:** Strategies for increasing compensation to retain qualified personnel and linking increases in qualifications to increases in compensation.
- **Program quality awards**
Tiered reimbursement: Increased payment rates based on quality in the State's child care subsidy system.
Tiered quality rewards: Direct payments based on quality not tied to State child care subsidies.

CORE PROFESSIONAL KNOWLEDGE

- **Core body of knowledge/core competencies:** The range of knowledge and observable skills that adults working with young children need to facilitate child learning and development, linked to early learning guidelines.
- **Career lattice:** Levels of mastery connected to a progression of direct service roles in the field (teachers, directors and administrators, family child care providers and operators, etc.).

QUALIFICATIONS AND CREDENTIALS

- **Preservice requirements:** Minimum qualifications that staff are required to have prior to assuming their position.
 1. *Child care licensing regulations*
 2. *Public school regulations*
 3. *Early childhood special education requirements*
 4. *Head Start/Early Head Start Performance Standards regarding staff*
- **Continuing education requirements:** Ongoing training staff are required to obtain to remain in their position.
- **Credentials:** A document certifying that an individual has met a defined set of requirements set forth by the grantor of the credential, usually related to skills and knowledge and may include demonstrations of competence.
- **Pathways leading to qualifications, degrees, and credentials**
 1. *Articulation agreements*
 2. *Training registries:* A database that tracks all completed personnel training.
 3. *Credit-bearing workshops and training series* (CEUs and college credit)
 4. *Credit for prior learning:* Systems used by institutions of higher education for granting credit for learning acquired through life and/or work experiences.

QUALITY ASSURANCES

- **Trainer approval** (standards and registries): Set of standards and qualifications for individuals who offer training; registries: databases of trainers and their met qualifications and standards.
- **Training approval:** Set of standards that training must meet, usually linked to core knowledge and to principles of adult learning.
- **Evaluation processes:** Built into each element and/or component; an iterative process. Evaluations benefit from beginning analysis to provide ongoing benchmarks for outcome assessment.

ACCESS AND OUTREACH

- **Online database of training and education opportunities**
 1. *Training calendars:* Published lists of trainings for personnel, which generally include short descriptions, locations, dates, and times of training sessions.
 2. *Directory of college degree programs*
 3. *Training registries*
- **Career and personal development**
 1. *Career development advising:* Process of informing individuals about entry and continuing education requirements for professional roles in the ECE field and supporting individuals to assess current qualifications, identify education resources, and plan career advancement with attention to a population's cultural and linguistic frameworks.
 2. *Mentoring and coaching programs*
 3. *Peer support groups*
 4. *Internships, assistantships, and apprenticeships*
 5. *Leadership development*
- **Multiple professional development delivery methods**
 1. *Distance learning*
 2. *Courses as modularized workshops:* Credit-bearing courses that are deconstructed into a set of related workshops.
 3. *On-site delivery*
 4. *Mobile units*
 5. *Hotlines, help desks*
 6. *Technical assistance*
- **Public engagement efforts/initiatives**