Integration of QRIS and State Professional Development Systems

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Annual Meeting of the Child Care Policy Research Consortium
October 21, 2010
Levels and Integration of Standards

QUALITY

Best Practice

Accreditation

Funding

Operation

REDUCING THE RISK OF HARM

Adapted by S. LeMoine, from New Approaches to Regulation (1996), by Gwen Morgan, The Center for Career Development in Early Care and Education at Wheelock College.
Draft PD Definition

Early childhood education professional development (PD) is a continuum of learning and support activities designed to prepare individuals for work with and on behalf of young children and their families, as well as ongoing experiences to enhance this work. These opportunities lead to improvements in the knowledge, skills, practices, and dispositions of early education professionals.

Integrated State PD System

- System of comprehensive preparation and ongoing development and support
- Crosses sectors (e.g., child care, Head Start, early intervention and special education, and public schools)
- Serves professionals preparing to and working with and on behalf of young children and their families (i.e., direct and non-direct service staff)
NAEYC State Policy Blueprint: Principles for Policy-Making

- Integration
- Quality assurance
- Diversity, inclusion, and access
- Compensation parity

NAEYC State Policy Blueprint: Essential Policy Areas

- Professional Standards
- Career Pathways
- Articulation
- Advisory Structure
- Data
- Financing

Snapshot of State Policies

States that Address Blueprint Essential Policy Areas in Statutes, Regulations, or Executive Orders

- Financing: 57%
- Data: 22%
- Advisory Structure: 75%
- Articulation: 67%
- Career Pathways: 24%
- Professional Standards: 31%

Minimum % of States

*n=51; Data as of August 2009
Focus on Data: Central Challenge

Policy = States that Address Blueprint Essential Policy Areas of Data in Statutes, Regulations, or Executive Orders

*n=51; Data as of August 2009
Maximizing Workforce Data

Centralized or coordinated workforce data (as part of PD system or larger data system, coordinated with PD system)

- Researchers, advocates, and policymakers (for research, advocacy, strategic planning, policy and funding decisions ...)
- Individual professional & program administrators (for planning & development ...)
- PD Specialists & providing institutions/organizations (for needs assessments, outcomes, capacity planning ...)
- Licensing, operation, funding and other regulating bodies (for requirements & status decisions ...)
- QRIS, accrediting bodies, & other quality improvement efforts (for rating, research, and quality improvement ...)

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Defining the Work of PD Specialists

Professional Development

- Training
- Education Programs
- Technical Assistance
  - Degree Programs
  - Mentoring
  - Coaching
  - Consultation
  - Professional Development Advising

Related Resources and Assistance

www.naeyc.org/policy/ecwsi

- Online state policy database
- Summary, planning guide, and additional tools
- Collaborative consultation via annual summit, web seminars, and peer-to-peer activities
- Linkages to additional NAEYC state and Federal policy work and professional development activities including *Conceptual Framework for Professional Development* and Professional Preparation Standards

*NAEYC’s Early Childhood Workforce Systems Initiative (ECWSI) is generously supported by the Birth to Five Policy Alliance and the McCormick Foundation*
Thank you!