



ADMINISTRATION FOR  
**CHILDREN & FAMILIES**



National Center on Child Care Professional  
Development Systems and Workforce Initiatives (PDW Center)  
Jointly funded by ACF's Office of Child Care and Office of Head Start

# Supporting the Cross-Sector Workforce through Aligned Professional Development Systems

July 31, 2014

18<sup>th</sup> Annual Birth to Three Institute • Washington, DC

# Welcome and Introductions



# Session Agenda

- ① Welcome and Introductions
- ② Session Overview
- ③ Warm-Up Activities
- ④ Aligned Professional Development (PD) Systems
- ⑤ PD Capacity and Access
- ⑥ Career Pathways and Credentials
- ⑦ National Resources
- ⑧ Wrap-Up and Closing Thoughts

# Session Overview

1. **State/Territory/Tribe aligned PD systems**
2. **PD Capacity and Access**
3. **Career pathways** that lead to increased and portable **credentials**
4. **National resources** to support high-quality care for infants and toddlers

# Warm-Up Activities

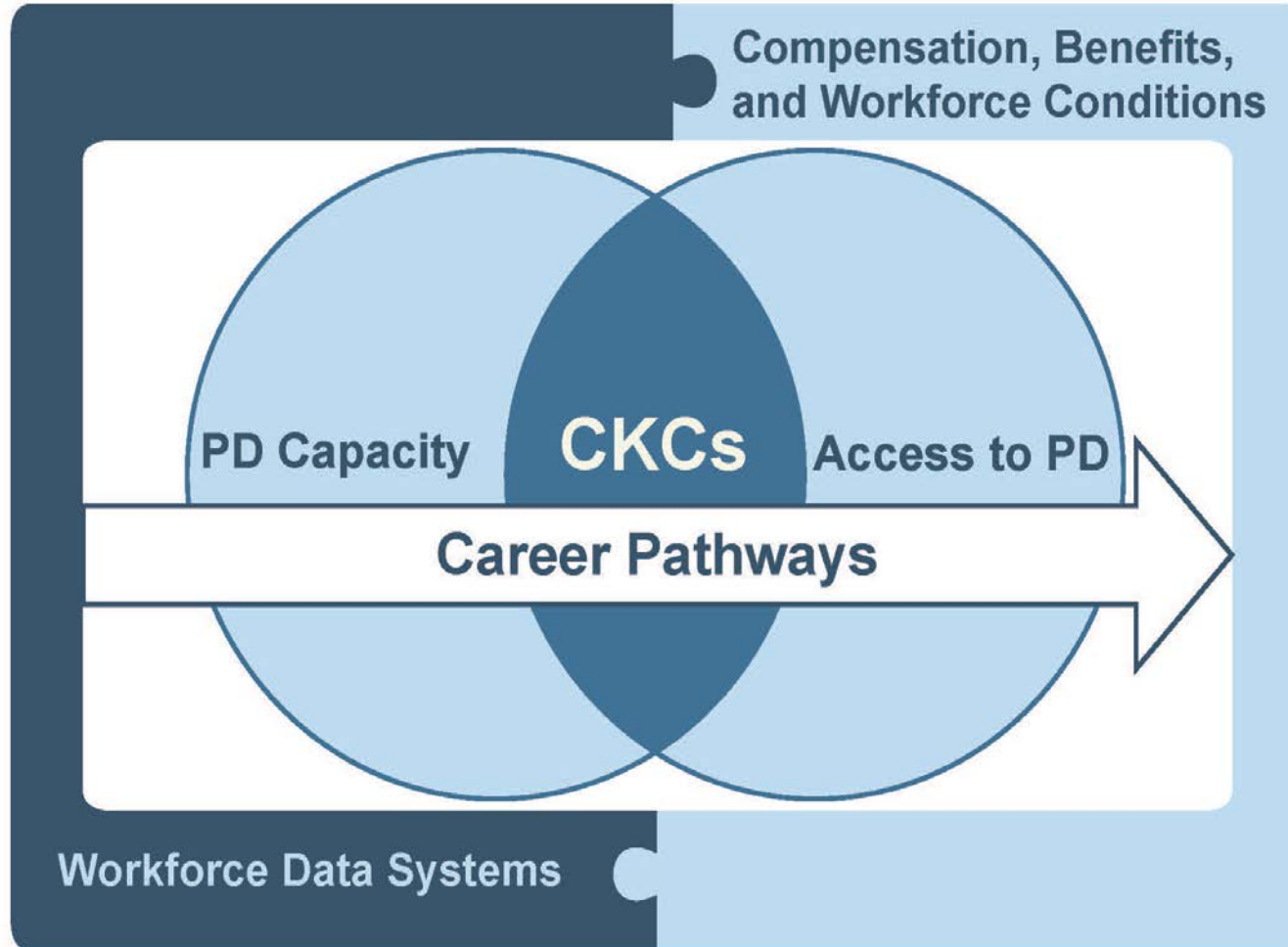


# Aligned PD Systems

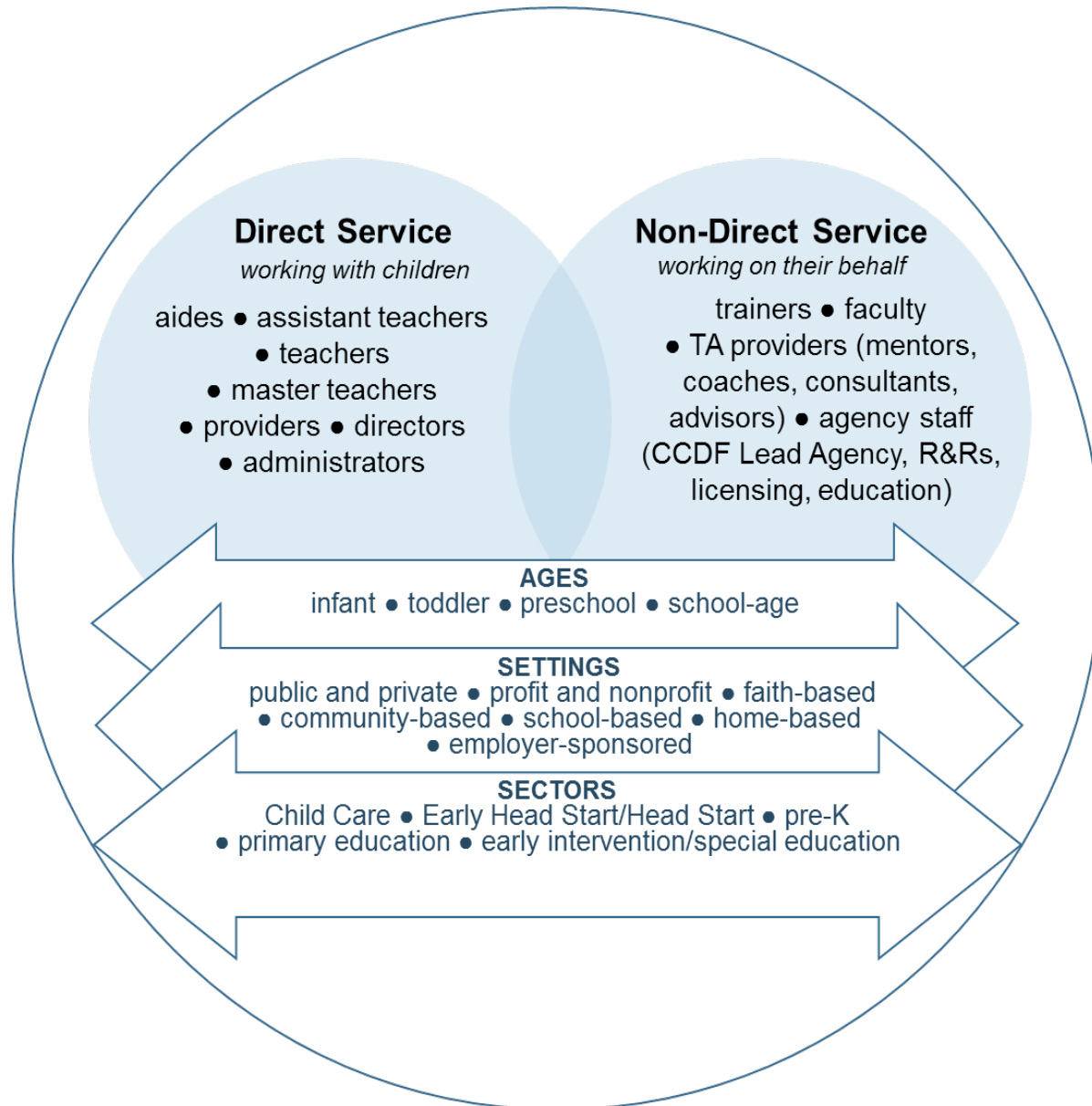


# How Does It All Fit Together?

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# PD System Intentional Alignment





# Core Knowledge and Competencies (CKCs): Foundation of PD Systems

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- ❑ Assess PD content, gaps, and needs
- ❑ Demonstrate alignment of PD content
- ❑ Inform PD development and revisions
- ❑ Facilitate recognition of PD across sectors
- ❑ Facilitate transfer and articulation within and across States/Territories/Tribes

# Shared Framework

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When CKCs are informed by accepted professional standards, they create a shared framework across an aligned PD system

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# Shared Framework

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- ❑ A shared framework facilitates the development of PD that can be:
  - Stackable from one level to the next
  - Commonly accepted across settings, sectors, and related systems
  - Portable across States/Territories/Tribes

# Why Portability Matters

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- ❑ Approximately 1/3 of all US college students transfer
- ❑ Supports a workforce with longevity
  - Sustain careers and develop skills over time
  - Changes in residency, role, and settings

# PD Capacity and Access



# PD Capacity and Access

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- ❑ Pre- and inservice opportunities for
  - Continuity of care as a strategy to increase family engagement
  - Managing multi-age groups
  - Authentic assessment
- ❑ Diverse delivery methods for PD

# PD Capacity and Access

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- Higher education
  - Embedded in coursework
  - Embedded in teaching certification
- Infant/toddler specialized credentials

# Career Pathways and Credentials





# Career Pathways

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- ❑ Specialized career lattice for the infant/toddler workforce
- ❑ Infant/toddler credentials embedded
- ❑ Career pathways for multiple roles:
  - Family Child Care (FCC) Caregiver
  - Home Visitor
  - Consultant

# State Examples

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- ❑ Iowa—Early Care and Education Knowledge and Competency Framework for Teaching Roles
  - [www.earlychildhoodiowa.org](http://www.earlychildhoodiowa.org)
  
- ❑ Illinois—Infant/Toddler specific credential; ECE, SA/Youth Development, and Director; FCC, Family Services, and Relationship-based in development
  - [www.ilgateways.com](http://www.ilgateways.com)

# State Examples

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- Pennsylvania—Early Learning Keys to Quality Career Lattice
  - [www.pakeys.org](http://www.pakeys.org)

# National Resources



## **NAEYC Standards**

<http://www.naeyc.org/ecada/standards>

<http://www.naeyc.org/ncate/standards>

## **CEC/DEC Standards**

<http://www.cec.sped.org/Standards/Special-Educator-Professional-Preparation>

# HS/EHS Relationship-Based Competencies

<http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/family/center/foundations/ohs-rbc.pdf>

## Head Start and Early Head Start Relationship-Based Competencies

for Staff and Supervisors Who Work with Families



# OHS ECLKC Web site

<https://eclkc.ohs.acf.hhs.gov/hslc>

The screenshot displays the OHS ECLKC website. At the top, the 'HEAD START' logo is visible, along with navigation links for 'Head Start', 'School Readiness', 'Policy & Regulation', 'Monitoring & Reports', 'Training & Technical Assistance', 'States', and 'Español'. A search bar is located in the top right corner. The main content area is titled 'ECLKC Home > Training & Technical Assistance' and features a navigation menu with 'T/TA System', 'OHS T/TA Priorities', 'National Centers', and 'T/TA FAQs'. Below the menu is a large image showing a group of diverse children and adults smiling. The text below the image states: 'The Office of Head Start (OHS) has designed its Training and Technical Assistance (T/TA) system to support program staff in their delivery of quality services to children and families. The system consists of three components: direct funding to grantees; state T/TA network, including Migrant and Seasonal Head Start (MSHS) and American Indian and Alaskan Native (AIAN) Head Start; and the National Centers.'

**Vision**

A coordinated system that works together seamlessly to ensure that Head Start and Early Head Start programs have access to high-quality information, resources, and materials.

**Mission**

To support all Head Start and Early Head Start programs in bringing best practices into agency systems and services to promote continuous program improvement.

**Guiding Principles**

- Capacity-building and sustainable support and practices, both internally and externally
- Comprehensive approaches
- Culturally and linguistically responsive practices
- Easily and logically accessible and usable
- Evidence-based materials and approaches
- Incorporating and promoting best practices
- Promoting school readiness
- Respectful and professional processes and service delivery
- Timely and relevant guidance, support,

Was this page helpful?

YES  NO

# OCC CCTAN Website

**CCTAN:** <https://childcareta.acf.hhs.gov>

**PDW Center:**  
<https://childcareta.acf.hhs.gov/professional-development-systems-and-workforce-initiatives>

## Videos & Webinars

Professional Development/Portable Credentials and Degrees	The Role of CCDF Subsidy Innovation in Early Childhood Systems	Trends in Child Care Regulation	Tribal Home Visiting

## Highlighted Resources

The Strengthening the Early Childhood and School-Age Workforce Resources are designed to help State/Territory	The Quick Look Resources provide a brief overview of various workforce supports and how they are part of aligned	These one-page State/Territory Professional Development System Overviews summarize	The Planning and Implementation Guides are designed for State/Territory teams as they develop and
+ Show More	+ Show More	+ Show More	+ Show More

## SUCCESS STORY



## 2013 CCTAN QUICK FACT

**38 STATES/TERRITORIES** received intensive or targeted technical assistance

## CCTAN RESOURCES AND TOOLS





# Wrap-Up and Closing Thoughts





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# THANK YOU!