



# Comprehensive System of Personnel Development

## Evaluation

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

A multi-agency, cross-disciplinary 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 CSPD must:

- Coordinate and address state needs for quantity and quality of EC personnel and their degree of knowledge and support needed
- Monitor progress through ongoing evaluation to assess the capacity to implement program quality standards that result in improved outcomes for children and families

The Arizona Early Intervention Program (AzEIP), in conjunction with the Arizona Department of Education (ADE), other early childhood programs, Institutes of Higher Education, and other state agencies, is responsible for the coordination of the Arizona CSPD.

### What is the Evaluation subcomponent?

This subcomponent workgroup evaluates the CSPD system, including evaluation of each subcomponent and building a foundation for innovation in the CSPD system.

The Evaluation workgroup does the following:

- Develops a plan for evaluating each subcomponent of the system.
- Creates processes and mechanisms to collect, store, and analyze data across all subcomponents.
- Implements, monitors, and revises the evaluation plan as necessary based on findings from multiple data sources.
- Ensures personnel data collected are linked to child and family outcomes.

### Why is Evaluation important?

Establishing an evaluation plan for each subcomponent of the CSPD ensures that progress is being made in each area leading to improved practices and improved outcomes for infants, toddlers, and their families.

### Who should be on the workgroup?

- State Part C (early intervention) and Part B 619 (early childhood special education) Coordinators
- Family Member
- Early Care and Education Organizations
- State Certification/Licensure Representative
- Institute of Higher Education Faculty and University Center for Excellence in Developmental Disabilities (UCEDD) staff
- Direct Service Providers
- Technical Assistance Providers

# Quality Indicators for Evaluation

Quality indicators were developed by the Early Childhood Technical Assistance (ECTA) Center to support states in understanding the specific elements needed for a Comprehensive System of Personnel Development (ECTA, 2015). The following are specific to the work of the Evaluation subcomponent workgroup.

**Quality Indicator 6.1:** The CSPD evaluation plan uses multiple data sources and mechanisms to monitor progress, and revise objectives and activities, as necessary.

- The evaluation plan has a logic model for evaluation that represents the indicators of the CSPD components.
- The evaluation plan uses multiple, reliable, and valid processes, mechanisms, and methods to collect data.
- The evaluation plan has processes, mechanisms, and written procedures for data collection, verification, cleaning, storage, management, and analysis across all 6 components of the CSPD.
- Each CSPD work group action plan requires data collection to document progress and completion of each objective and activity.
- The evaluation plan results in data analysis and data summaries that are accessible to the leadership team, strategic plan stakeholders, and work group members.
- Data analyses are used to inform decisions, monitor progress, and make program improvements.
- Personnel data are linked to child and family outcomes data and other relevant data sets used in Part C and Part B 619 programs.

To learn more about CSPD or join us, please contact [azcspd@azdes.gov](mailto:azcspd@azdes.gov) or 620-532-9960.