



Comprehensive System of Personnel Development

In-service

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 In-service subcomponent?

This subcomponent workgroup ensures ongoing training to maintain/extend existing skills and knowledge, with a focus on evidence-based practices (EBPs) and adult learning principles.

The In-service workgroup does the following:

- Establishes a statewide system of in-service personnel development that is aligned to national professional organization and state personnel standards across disciplines.
- Creates a statewide system for in-service personnel development that is coordinated across early childhood systems and delivered collaboratively, as appropriate.
- Ensures that families and/or parent organizations participate in the design and delivery of in-service personnel development.

Why is In-service important?

Ensuring that practitioners across disciplines working with young children have access to high quality in-service training will lead to improved practices, which will positively affect outcomes for children and 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 In-service

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 In-service subcomponent workgroup.

Quality Indicator 5.1: A statewide system for evidenced-based in-service personnel development and technical assistance is available for all early childhood personnel across disciplines.

- A statewide system for in-service personnel development is aligned to national personnel standards and state personnel certification, licensure, credential and/or endorsement requirements across disciplines.
- A statewide system for in-service personnel development is aligned with evidence-based practices, pedagogical content and discipline specific knowledge and skills across disciplines.
- All in-service personnel development is informed by updated needs assessments of the knowledge, skills and needs of all disciplines in early childhood.
- In-service personnel development learning opportunities and technical assistance are individualized to the needs of the participants.
- In-service personnel development and technical assistance uses evidence-based adult learning practices.
- Technical assistance (TA) is provided to persons, programs, and agencies through evidence-based TA practices.
- In-service personnel development and TA systems include families and/or parent organizations in the design and delivery of all in-service and TA.
- The statewide in-service personnel development system is aligned and coordinated with IHE pre-service personnel preparation standards and programs of study.
- In-service personnel development and TA is coordinated across early childhood, special education personnel development, and TA systems and delivered collaboratively, as appropriate.
- Data is collected on current and past employment in Part C or Part B 619, participation in in-service and personnel development, and other state specific variables.

To learn more about CSPD or join us, please contact azcspd@azdes.gov or 602-532-9960.

