



Comprehensive System of Personnel Development

Personnel Standards

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 Personnel Standards subcomponent?

This subcomponent workgroup establishes and maintains high standards for the knowledge, skills, and competencies of the early childhood workforce.

The Personnel Standards workgroup does the following:

- Recommends that state personnel standards are based on core knowledge and skills needed for working with young children and their families.
- State personnel standards are specified, accessible, and used by program administrators and staff.
- Reviews state personnel standards annually and recommends updates when appropriate to reflect state needs and evidence-based practices.
- Supports a system for articulating and attaining certifications/licensure or endorsements across disciplines.

Why are state Personnel Standards important?

They address the need for establishing and maintaining high standards for the knowledge, skills, and competencies of the EC workforce.

State standards are credentials, certifications, or licenses awarded to professionals after they complete a course of study that prepares them to provide services as one of the disciplines recognized under IDEA.

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
- Technical Assistance Providers

Quality Indicators for Personnel Standards

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 Personnel Standards subcomponent workgroup.

Quality Indicator 3.1: The CSPD has aligned state certification, licensure, credentials and/or endorsements for personnel providing early childhood intervention with evidenced-based practices, state and national program accreditation and personnel standards across disciplines.

- State certification, licensure, credential and/or endorsement are used to regulate the provision of early childhood intervention services by staff across disciplines.
- Early childhood intervention certification, licensure, credential and/or endorsements reflect evidenced-based knowledge, skills, and pedagogy for effective service delivery by each professional discipline
- State personnel certification, licensure, credentialing and/or endorsement for all disciplines are based on knowledge and skills aligned to professional personnel standards established by national professional organizations.
- State personnel standards and state certification, licensure, credentials and/or endorsements guide the content and methods of preservice preparation programs across disciplines.
- The criteria and requirements for certification, licensure, credentials and/or endorsements in early childhood intervention are implemented through approved IHE programs of study, portfolios of demonstrated competencies, or other methods used to assure candidates demonstrate the knowledge and skills necessary to become qualified to provide early childhood intervention.
- Mechanisms such as inter-state agreements and policies are defined and implemented cross state reciprocity of certification, licensure, credential and/or endorsement.
- State personnel certification, licensure, credentials, and endorsements are reviewed annually and updated to reflect state personnel needs, changes in legal requirements, changes in national personnel standards, state, and national evaluation data, and updated evidenced-based practices.

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

