

Comprehensive System of Personnel Development

SICC meeting
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Washington State Department of
CHILDREN, YOUTH & FAMILIES

Purpose of Today's Presentation

- Provide brief high-level overview of WA's CSPD
- Develop shared understanding of SICC and Personnel & Training Committee role in advising and consulting in CSPD



System Framework

Comprehensive System of Personnel Development



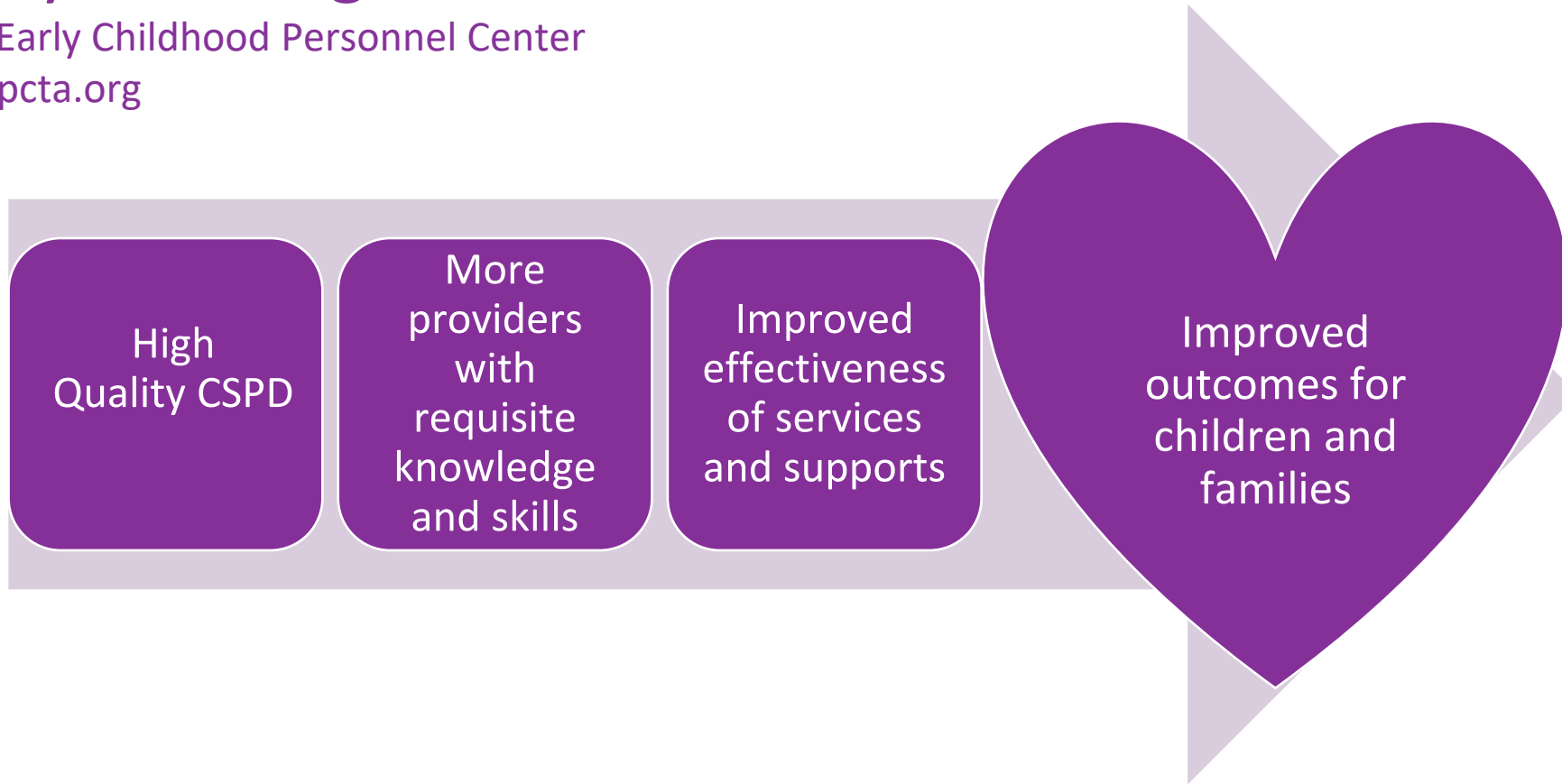
“...Ensures that infants, toddlers, and young children with disabilities and their families, are provided services by knowledgeable, skilled, competent, and highly qualified personnel, and that sufficient numbers of these personnel are available in the state to meet service needs.”

Statutory Requirement of IDEA Part C
(34 CFR Sec. 303.118)

www.ectacenter.org/sysframe/component-personnel.asp

Theory of Change

Source: Early Childhood Personnel Center
www.ecpcta.org



Critical Partner Engagements

Regional Provider Meetings in Nov 2021

Statewide Collaboration Meeting in Jan and Feb 2023

Ongoing Personnel and Training Committee Meetings



Diversity
and Equity

Knowledge
and
Expertise

Continuous
Learning
Growth
Mindset

Early
Relational
Health

Community
Partnerships

CSPD Mission: To attract, prepare, and retain a high quality and diverse workforce that upholds the unique value and dignity of each child and family through trusting relationships.



Comprehensive System of Personnel Development (CSPD)



Structures for ongoing support of all personnel development activities, including the leadership of the DCYF/ESIT (Workforce Development team), the Personnel & Training Committee, CLAs, and Provider Agency Leadership.



Strategies to identify, hire, and maintain a qualified workforce across areas of the state and disciplines. This area has been identified as a high need in our state and a priority at DCYF/ESIT.



Across disciplines
knowledge, skills, and
competencies for the
workforce, including
licensure and
credentials



Formal programs of studies at colleges and universities to prepare for the ESIT workforce



Initial and ongoing learning activities to build and maintain the competence and confidence of the workforce.



Evaluation Plan in collaboration with OIAA is being developed to evaluate the impact of each component to the Theory of Change



Loop Back to Purpose of Today's Presentation

- Council delegates consultation regarding the CSPD to the Personnel and Training Committee who will update regularly in quarterly reports
- Any general questions or reflections about the brief high-level overview of WA's CSPD or individual activities?

