



## Professional Development System Indicators

NAEYC is currently developing a set of indicators to benchmark the quality and effectiveness of state early childhood professional development systems and stimulate strategic planning. A National Advisory Panel worked from the fall of 2014 through the summer of 2015 to shape the indicators, survey tool and project approach. Additional national reviewers provided input into the draft indicators. A State Cohort of cross sector leadership teams from seven states (CT, IN, IA, NC, OR, TN and VA) piloted an indicators survey with cross sector teams during April and May of 2015. Each cross sector team included childcare, Head Start, prekindergarten/preschool, K-3, higher education, and NAEYC affiliate representation. This project is funded by The Alliance for Early Success.

State pilot teams shared their experiences and ideas for continued use during presentations at the 2015 NAEYC National Institute for Early Childhood Professional Development, T.E.A.C.H. and WAGE\$ National PD Symposium, the BUILD QRIS National Meeting and the National Workforce Registry Alliance Annual Conference. The pilot results along with input from the National Advisory Panel and national expert reviewers will guide final edits and national dissemination of the survey instrument in 2016.

The PD System Indicators project uses NAEYC's *Workforce Designs: A Policy Blueprint for State Early Childhood Professional Development Systems*, as its framework. The Workforce Designs Blueprint describes six policy areas and four overarching policy principles for state PD systems development. We view the Blueprint and the Indicators project as an advocacy and implementation resource for use by policy makers, PD system advisory groups, advocates and the profession itself as we work to build the PD policies and supports that we need. The indicators are designed to measure and benchmark effectiveness related to these four principles or goals, developed in the Blueprint:

1. Integration across early childhood education sectors
2. Quality assurances across policy areas
3. Diversity, inclusion and access for children, families and professionals
4. Compensation parity across early childhood education sectors

The PD Systems Indicators project is one of NAEYC's current initiatives supporting the focus on the profession in our new Strategic Directions document, alongside our Kellogg-funded Strengthening the Professional Pipeline project. We believe that both of these projects take on even more importance in context of the newly released National Academies of Science report *Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation*.

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### Goal

Develop a set of indicators to benchmark the quality and effectiveness of state early childhood professional development systems and stimulate strategic planning.

### Indicators of Effective Professional Development Systems

The indicators are designed to measure effectiveness related to these four principles or goals, developed in the Blueprint:

1. Integration across early childhood education sectors
2. Quality assurances across policy areas
3. Diversity, inclusion and access for children, families and professionals
4. Compensation parity across early childhood education sectors

### Timeline

#### 2015

- Identify an advisory group to lead the work
- Draft and refine tool for measuring indicators
- Pilot tool with 7 states

#### 2016

- Finalize tool for measuring indicators
- Disseminate the indicators with related strategic planning resources

<http://www.naeyc.org/policy/ecwsi>

[http://www.naeyc.org/files/naeyc/2014NAEYC\\_Strategic\\_Borchure\\_Final.pdf](http://www.naeyc.org/files/naeyc/2014NAEYC_Strategic_Borchure_Final.pdf)

<http://www.nap.edu/catalog/19401/transforming-the-workforce-for-children-birth-through-age-8-a>