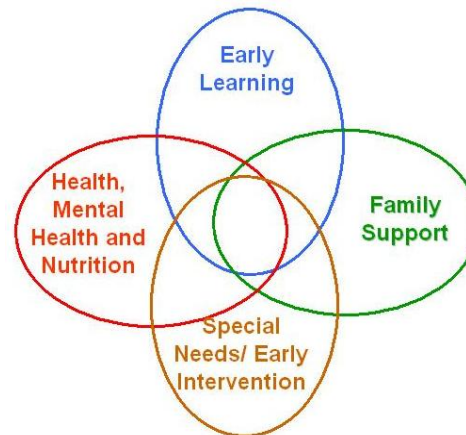


*Every child, beginning at birth, will be healthy and successful.*



# Iowa's Early Childhood Professional Development System

## *Family Support* Implementation Plan



2009 - 2010

[www.earlychildhoodiowa.org/professionaldevelopment](http://www.earlychildhoodiowa.org/professionaldevelopment)

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## **Family Support Professional Development Implementation Plan**

Iowa’s Early Childhood Professional Development System will be a system of integrated supports for early childhood professionals that empower them to improve the quality of services provided to young children and their families.

**Family Support** - All families should have economic and parenting supports to ensure all children have nurturing and stable relationships with caring adults.

**Goal One: Professional Standards will specify qualifications that address levels and content of education as well as ongoing development.**

**Objective 1: Implement the Best Practice Guidelines for Professional Development.**  
(Apply SMART principles: Specific, Measureable, Action-focused, Realistic, Time-based)

Action Steps		Timeline	Responsible Persons
1. The best practice guidelines will be made available on the ECI and Empowerment websites.		11/1/09 (Completed)	
2. Add training content providers to the Best Practice guidelines.		11/1/12	FS PD Committee
Indicators	Resources Needed/Funding	Partners	

**Objective 2: Have a best practice guideline for training content and providers.**  
(Apply SMART principles: Specific, Measureable, Action-focused, Realistic, Time-based)

Action Steps		Timeline	Responsible Persons
1. Review existing structures for training approval, including DHS child care registry and IDPH child abuse training.		11/1/10	FS PD Committee
2. Develop learning objectives for each area in the Best Practice guide.		11/1/11	FS PD Committee
Indicators	Resources Needed/Funding	Partners	

**Objective 3: Explore requiring family support certification for direct service providers and supervisors.**  
(Apply SMART principles: Specific, Measureable, Action-focused, Realistic, Time-based)

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Action Steps		Timeline	Responsible Persons
1. Review current FS certification providers' curriculum.		11/1/12	FS PD Committee
2. Perform a cost benefit analysis of requiring FS certification training.		11/1/13	FS PD Committee
Indicators	Resources Needed/Funding	Partners	
<b>Goal Two: Career Pathways will be clearly defined through easily recognizable pathways that support the continuous professional development progress of individuals and will be linked to appropriate compensation.</b>			
<b>Objective 1: Family Support Supervisors have knowledge and skills to support their workers. – Former objective becomes actions step 1.</b>			
(Apply SMART principles: Specific, Measureable, Action-focused, Realistic, Time-based)			
Action Steps		Timeline	Responsible Persons
1. Make available and implement the curricula for Family Support supervisors.		9-1-09	Univ. of Iowa
2. Formalize a structure to provide a mechanism for supervisors to support one another.		9-1-09	Univ. of Iowa
Indicators	Resources Needed/Funding	Partners	
<b>Objective 2: Design career pathway policies that are aligned with job opportunities that reward investments in professional advancement.</b> (Apply SMART principles: Specific, Measureable, Action-focused, Realistic, Time-based)			
Action Steps		Timeline	Responsible Persons
1. Determine what Family support is by collecting data on staff qualifications, pay, etc		12/1/10	FS PD co-leaders
2. Create a visual to display career paths in family support. (Tier and Career matrix)		12/1/10	FS PD Committee
Indicators	Resources Needed/Funding	Partners	
<b>Goal Three: Articulation – Early Childhood professionals will be able to move seamlessly through and across undergraduate and graduate degree programs, ideally without a loss of credits. Effective articulation will assist in creating career pathways and building capacity to meet required professional standards.</b>			
<b>Objective 1: Explore implementing standards for trainers and curriculum.</b>			
(Apply SMART principles: Specific, Measureable, Action-focused, Realistic, Time-based)			
Action Steps		Timeline	Responsible Persons
1. Review existing structures for training approval, including DHS child care registry		11/1/10	FS PD Committee

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and IDPH child abuse training.			
2. Develop learning objectives for each area in the Best Practice guide.		11/1/11	FS PD Committee
<b>Indicators</b>	<b>Resources Needed/Funding</b>	<b>Partners</b>	
<b>Objective 2: Explore developing a plan to increase the number of bachelor prepared nurses in partnership with the Iowa Department of Public Health.</b> (Apply SMART principles: Specific, Measureable, Action-focused, Realistic, Time-based)			
<b>Action Steps</b>		<b>Timeline</b>	<b>Responsible Persons</b>
1. IDPH share with FS PD Committee current analysis of gaps relating to Bachelor of Science in Nursing.		2015	IDPH
<b>Indicators</b>	<b>Resources Needed/Funding</b>	<b>Partners</b>	
<b>Goal Four: 100% participation of Iowa Family Support Programs in self-identifying themselves as a family support program and meets the definition of family support.</b>			
<b>Objective 1: Assist programs to identify themselves as Family Support</b> (Apply SMART principles: Specific, Measureable, Action-focused, Realistic, Time-based)			
<b>Action Steps</b>		<b>Timeline</b>	<b>Responsible Persons</b>
1. List all currently known Family Support programs.		3-1-09	Janet Gartin
2. Identify other Family Support Programs through funding sources and currently known Family Support programs.		11/1/11	FS PD Committee
<b>Indicators</b>	<b>Resources Needed/Funding</b>	<b>Partners</b>	
<b>Objective 2: Collect, analyze and disseminate early childhood workforce data including data from parents regarding the types of supports that are the most valuable and if they are receiving the services they need most.</b> (Apply SMART principles: Specific, Measureable, Action-focused, Realistic, Time-based)			
<b>Action Steps</b>		<b>Timeline</b>	<b>Responsible Persons</b>
1. Family Support programs will collect common data, including demographics, Life Skills progression, and Protective Factors data.		7/1/11	FS Leadership Committee
<b>Indicators</b>	<b>Resources Needed/Funding</b>	<b>Partners</b>	
<b>Objective 3: Promote the profession of Family Support.</b> (Apply SMART principles: Specific, Measureable, Action-focused, Realistic, Time-based)			

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<b>Action Steps</b>		<b>Timeline</b>	<b>Responsible Persons</b>
1. Collect data on staff qualifications, pay, specialized training and education.		9/1/13	FS PD Committee
<b>Indicators</b>	<b>Resources Needed/Funding</b>	<b>Partners</b>	
<b>Goal Five: Integration with other ovals??...</b>			
<b>Objective 1:</b>			
<b>Action Steps</b>		<b>Timeline</b>	<b>Responsible Persons</b>
1. Family Support representative on Congress Planning Committee		5/2010	FS PD Committee
<b>Indicators</b>	<b>Resources Needed/Funding</b>	<b>Partners</b>	