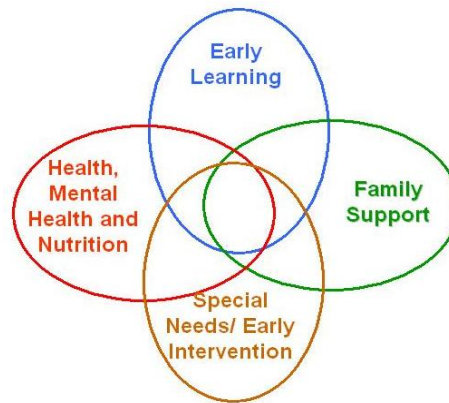


Every child, beginning at birth, will be healthy and successful.



Iowa's Early Childhood Professional Development System

Professional Development Steering Committee Implementation Plan



2009

www.earlychildhoodiowa.org/professionaldevelopment

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Steering Committee 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.

Steering Committee – To act on behalf of the ECI Professional Development Component Group to provide leadership and support for the development of a comprehensive, integrated early care, health and education professional development system that addresses the needs of children ages zero through five and their families.

Goal One: Provide leadership and oversight for the ECI Professional Development structure, comprised of four early childhood professional development leadership teams.

Objective 1: Assure representative membership for the Professional Development Steering Committee (SC) and the four early childhood leadership teams.

Action Steps	Timeline	Responsible Persons
1. Identify roles/agencies that need to be represented	August-September 09	SC Co-Chairs
2. Recruit Steering Committee and leadership team membership to ensure diverse representation.	August-October 09 Ongoing	SC Members, Leadership Team Co-Leaders
3. Assure orientation for new Steering Committee and leadership team members.	Ongoing	Steering Committee
4. Create/develop an annual report to be a part of the ECI Annual Report.	December Annually	Steering Committee
Indicators	Resources Needed/Funding	Partners
Representative membership	None	ECI Stakeholders

Objective 2: Provide oversight and guidance to ensure the four leadership teams complete the objectives outlined in their implementation plans.

Action Steps	Timeline	Responsible Persons
1. Develop a transition process or procedures for oversight and support for the leadership teams.	September-October 09	SC Co-Chairs and Members
2. Assure training to Steering committee to assure understanding of work to be completed.	October-November 09	SC Co-Chairs and Contractor
3. Provide support and training to meet identified needs as requested.	Ongoing	Steering Committee
4. Seek resources for administrative support of steering committee and leadership teams.	January 2010 / Ongoing	Steering Committee
5. Include leadership team meeting reports/updates in meeting agendas.	Ongoing	Steering Committee
Indicators	Resources Needed/Funding	Partners

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Objective 3: Promote adequate funding across the four leadership teams that avoids duplication and supports collaborative work.		
Action Steps	Timeline	Responsible Persons
1. Request and review annual professional development needs assessments and training priorities from ECI partners and provide recommendations.	January-February 2010 (Annually)	Steering Committee
2. Assess resource needs of the leadership teams in relationship to the priorities.	February-March 2010	Steering Committee
3. Make recommendations for the allocation of Empowerment PD funds.	April 2010	Steering Committee
4. Review updates regarding work being accomplished meets the priorities and work plans.	Ongoing	Steering Committee
Indicators	Resources Needed/Funding	Partners
Objective 4: Work within the ECI structure to communicate with the four leadership teams, the other Component Groups and the ECI Council.		
Action Steps	Timeline	Responsible Persons
1. Maintain a formal communication process	Ongoing	Steering Committee
2. Monitor the communication to make sure it is effective to meet teams' needs and address identified concerns	Ongoing	Steering Committee
Indicators	Resources Needed/Funding	Partners
Goal Two: Provide leadership and oversight for implementation of the Professional Development Framework Principles and Implementation Plan.		
Objective 1: Identify gaps and support policies that promote integration, diversity, access, and inclusion.		
Action Steps	Timeline	Responsible Persons
1. Identify areas of potential policy integration in collaboration with leadership teams and provide proposal(s) and recommendations to ECI co-chairs	Ongoing	Steering Committee
2. Ensure all four leadership teams and SC are adequately represented on diversity taskforce.	Ongoing	Steering Committee
3. Address diversity taskforce recommendations in collaboration with leadership teams.	Ongoing	Steering Committee
4. Review leadership teams' implementation plans to ensure sufficient focus on diversity, inclusion, and access in system-building goals and objectives	Ongoing	Steering Committee
Indicators	Resources Needed/Funding	Partners

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Objective 2: Develop and implement mechanisms and processes that ensure accountability for Iowa’s investment in quality professional development that produces positive outcomes.		
Action Steps	Timeline	Responsible Persons
1. In collaboration with leadership teams, identify existing quality assurance processes and make recommendations to co-chairs to address gaps.		Steering Committee and Leadership Teams
2. Build quality assurance processes into steering committee structure.		Steering Committee
3. Monitor and support the leadership teams as they implement the processes.		Steering Committee
Indicators	Resources Needed/Funding	Partners
Objective 3: Assure that compensation is equal or equivalent to other similar fields and the status of the work and individual’s education, experience and responsibilities are recognized and rewarded appropriately.		
Action Steps	Timeline	Responsible Persons
1. Request and review environmental scan and recommendations from each sector.	Every three years	Steering Committee
2. Review workforce trends and provide recommendations on compensation parity for all ovals/sectors.	Every five years	Steering Committee
3. Request recommendations from leadership teams to address compensation parity.	By December 2010	Steering Committee
Indicators	Resources Needed/Funding	Partners
Goal Three: Advance the top priorities for Iowa’s Early Childhood Professional Development System.		
Objective 1: Support a lead agency/office and provide infrastructure and funding to coordinate an Early Childhood Professional Development system in Iowa.		
Action Steps	Timeline	Responsible Persons
1. Ensure PD supports and funds are part of the ECI Coordination Center.	2010 Legislative Session	Steering committee
2. Work with advocacy partners, state department leadership, and policy makers to insert this language into the “ask” for the professional development dollars for FY 2011.	By February 2010 a plan for the office will be ready for public comment.	Steering committee
Indicators	Resources Needed/Funding	Partners

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Steering committee report completed, including location of office, staffing needs, and budget	None for proposal preparation	Present to ECI co-chairs, SALT, and ECI Council
Objective 2: Promote and ensure integration of the leadership teams' pathways, competencies and levels utilizing nationally or state recognized professional preparation standards.		
Action Steps	Timeline	Responsible Persons
1. Coordinate with leadership teams to ensure activities are happening.	Ongoing	Steering Committee
Indicators	Resources Needed/Funding	Partners
Objective 3: Link professional development to increased standards, competencies and outcomes.		
Action Steps	Timeline	Responsible Persons
1. Talking points/position paper will be prepared for various audiences in collaboration with four leadership teams.	By April 2010	Steering Committee
Indicators	Resources Needed/Funding	Partners
Objective 4: Support the implementation of the Iowa Professional Development Model (IPDM).		
Action Steps	Timeline	Responsible Persons
1. Build an understanding of the IPDM and what it can add to the SC's efforts.	FY 2011	Steering Committee
2. Steering Committee will convene IPDM workgroup to develop recommendations for IPDM implications for early childhood professional development.	FY 2011	Steering Committee
3. Steering Committee will review and develop an action plan to implement recommendations.	FY 2011	Steering Committee
Indicators	Resources Needed/Funding	Partners
Goal Four: Assist in planning efforts for the annual Early Childhood Iowa Congress.		
Objective 1: Successfully offer an annual Congress for the ECI Council and partners statewide.		
Action Steps	Timeline	Responsible Persons

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1. On behalf of ECI, offer an RFB for 2011 Congress coordination.		By January 2010 RFB will be released; By April 2010 a coordinator will be selected.	Shanell Wagler, Tom Rendon, Barb Merrill
Indicators	Resources Needed/Funding	Partners	
Objective 2: Create a Congress committee structure that mirrors the ECI leadership model.			
Action Steps		Timeline	Responsible Persons
1. Name new Congress co-chairs (one state, one non-state employee) who will participate in the ECI PD steering committee.		By January 2010	Barb & Shanell
2. Assure representation from all four ovals on Congress Committee.		March – June 2010	Congress Co-chairs
3. Coordinate with the Congress Committee to ensure Congress takes place.		Ongoing	Steering Committee
4. Use the Congress as one forum for promoting the goals of the PD system work.		Ongoing	Steering Committee
Indicators	Resources Needed/Funding	Partners	
Goal Five: Incorporate Early Childhood Iowa’s Diversity Advisory Committee recommendations into professional development system-building efforts.			
Objective 1: Align professional development efforts across all four sectors to address the “readiness gap” by ensuring competency when working with diverse children and families.			
Action Steps		Timeline	Responsible Persons
1. Assess current state of quality efforts as ensuring this competency.		June 2011	Diversity Advisory Committee & SC
2. Ensure levels and competencies in all sectors ensure adequate support of cognitive development of every child.		Fall 2011	
3. Conduct ongoing research in “best practices” in instructional supports for diverse populations.		Fall 2011	
Indicators	Resources Needed/Funding	Partners	
Objective 2: Develop and implement strategies to increase the diversity of Iowa’s early childhood workforce.			

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Action Steps		Timeline	Responsible Persons
1. Promote the intentional and proactive recruitment of a diverse workforce.		Ongoing	
2. Determine availability of grants, scholarships and forgivable loans for diverse students.		By January 2010	T.E.A.C.H.
3. Ensure grants, scholarships and forgivable loans for diverse students.		Ongoing	
Indicators	Resources Needed/Funding	Partners	
Objective 3: Increase cultural competency in the early childhood workforce.			
Action Steps		Timeline	Responsible Persons
1. Ensure diversity and cultural competency are part of sector levels and competencies.		September 2010	Diversity Advisory Committee & Four PD Leadership Teams
2. Provide and encourage cultural competency training for all sectors using best practices.		Ongoing	Diversity Advisory Committee
3. Infuse diversity awareness and multicultural sensitivity into all educational professional development opportunities.		Ongoing	Diversity Advisory Committee
Indicators	Resources Needed/Funding	Partners	
Objective 4: Ensure broad, diverse representation on the Steering Committee and four leadership teams.			
Action Steps		Timeline	Responsible Persons
1. Engage in intentional recruitment to participate in the steering committee and four leadership teams.		By June 2010 / Ongoing	Diversity Advisory Committee & SC
2. Build relationships with the Department of Human Rights and commissions to support recruitment efforts.		Ongoing	Diversity Advisory Committee
Indicators	Resources Needed/Funding	Partners	