

## NEVADA EARLY CHILDHOOD SYSTEM OF LEARNING & Comprehensive Personnel Development

The **Early Childhood Personnel Center (ECPC)**, working in collaboration with the Office of Special Education Program (OSEP), state Part C and Part B (619) programs, state early childhood system, early intervention programs, institutions of higher education (IHE), families, partners and stakeholders to implement an integrated comprehensive system of personnel development for those serving children with disabilities (age 0-5) and their families. Nevada has attended two ECPC Leadership Institutes to work under the direction of Dr. Mary Beth Bruder with the University of Connecticut, to develop and implement such a system. The result was the **Early Childhood System of Learning (ECSOL)**.

### Early Childhood System of Learning (ECSOL)

#### VISION

The Early Childhood System of Learning's vision is to create a coordinated, sustainable and inclusive **system of learning** for all of those who support the development and education of all young children.

#### MISSION

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The ECPC was funded to:

1. Serve as a national resource on personnel standards, competencies and recommended practices.
2. Assist States to align state personnel standards to national professional organization standards for personnel who serve children with disabilities and their families, and linking those standards to state competencies and certification or licensure requirement.
3. Assist state agencies and IHEs in partnering to align preservice and inservice training for personnel serving children with disabilities and their families.
4. Assist states to develop and integrated and comprehensive system of personnel development for all who those serve children (aged birth to 5) with disabilities and their families.

The ECSOL Leadership Team is currently receiving Intensive Technical Assistance from ECPC to support the development of a **comprehensive system of personnel development (CSPD)**. To assist in the development of this CSPD, six subcommittees were identified:

#### Leadership, Coordination, & Sustainability

**Quality Indicator 1:** A cross sector leadership team is in place that can set priorities and make policy, governance, and financial decisions.

**Quality Indicator 2:** There is a written multi-year plan in place to address all subcomponents of the CSPD.

### **State Personnel Standards**

**Quality Indicator 3:** State personnel standards across disciplines are aligned to national professional organization personnel standards.

**Quality Indicator 4:** The criteria for state certification, licensure, credentialing and/or endorsement are aligned to state personnel standards and national professional organization personnel standards across disciplines.

### **Preservice Standards**

**Quality Indicator 5:** Institution of high education (IHE) programs and curricula across disciplines are aligned with both national professional organization personnel standards and state personnel standards.

**Quality Indicator 6:** Institutional of higher education programs and curricula address early childhood development and discipline specific pedagogy.

### **Inservice Personnel Development**

**Quality Indicator 7:** A statewide system for inservice personnel development and technical assistance is in place for personnel across disciplines.

**Quality Indicator 8:** A statewide system for inservice personnel development and technical assistance is aligned and coordinated with higher education program and curricula across disciplines.

### **Recruitment and Retention**

**Quality Indicator 9:** Comprehensive recruitment and retention strategies are based on multiple data sources, and revised as necessary.

**Quality Indicator 10:** Comprehensive recruitment and retention strategies are being implemented across disciplines.

### **Evaluation**

**Quality Indicator 11:** The evaluation plan for the CSPD includes processes and mechanisms to collect, store and analyze data across all subcomponents

**Quality Indicator 12:** The evaluation plan is implemented, continuously monitored, and revised as necessary based on multiple data sources.