



What do we mean when we talk about PD?

.....
Using the NAEYC Early
Childhood Education
Professional Development
Glossary

Agenda

NAEYC ECWSI Overview
ECWSI Resources
The PD Glossary
Ideas for Application
Suggestions and Feedback



The NAEYC ECWSI

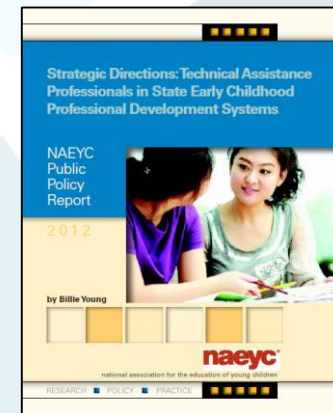
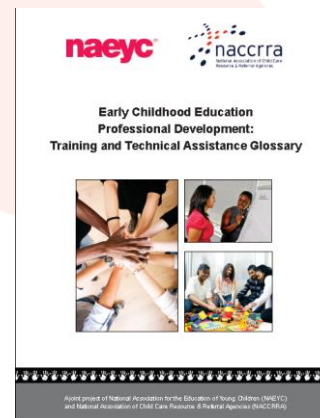
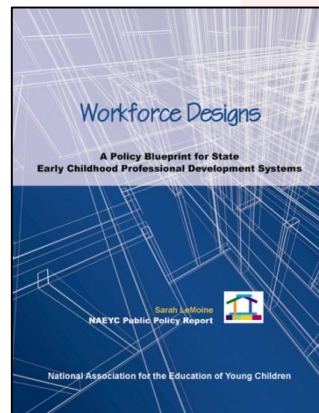
The Early Childhood Workforce Systems Initiative (ECWSI)

- **Purpose:** assist states in developing, enhancing, and implementing policies for *an integrated early childhood professional development system* for all early childhood education professionals working with and on behalf of young children.

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

The NAEYC ECWSI

Publications



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



Advancing the Early Childhood Profession

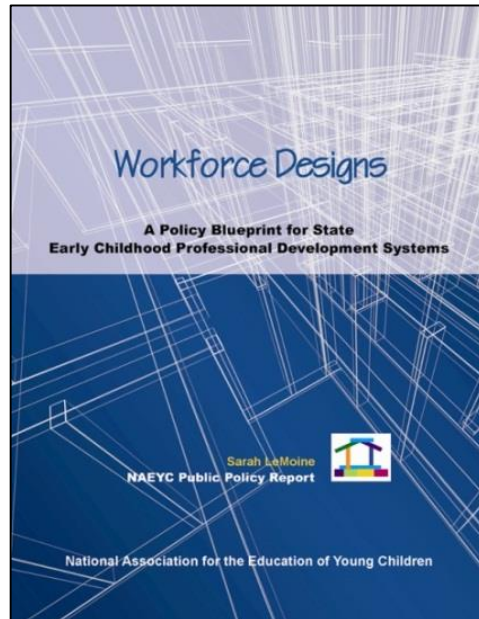


Goal: A unifying framework for the 0-8 ECE profession

- NAEYC Standards for Professional Preparation
- NAEYC Code of Ethical Conduct
- NAEYC Supplement for Adult Educators
- Workforce Designs Policy Blueprint for State EC PD Systems
- Using the NAEYC Professional Preparation Standards



PD Policy Blueprint



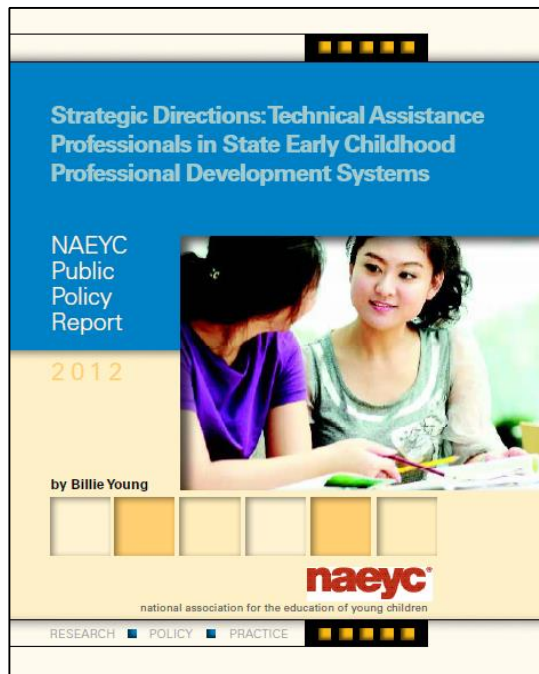
Goal: An integrated system of professional development for early education 0-8

- Identifies six essential policy areas
- Identifies four guiding principles to be applied across each area

IN DEVELOPMENT: PD SYSTEM INDICATORS to evaluate goals and progress on four principles in each policy area



Strategic Directions

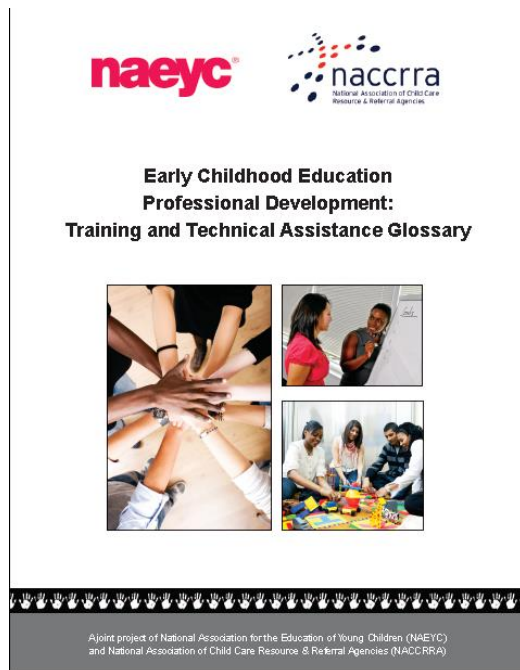


Goal: Findings and recommendations for state development of TA systems

- Common terminology
- Standards, specialized knowledge and competencies, qualifications and credentials
- Pathways, ongoing support and compensation
- Data, evaluation and quality assurance



PD Glossary



Goal: Develop consistent terminology for professional preparation and development

Related to

- PD methods, roles, knowledge and competencies

For use by

- PD providers, policy makers and researchers
- Early educators, early childhood program administrators and advocates



Development of the glossary

Partners

Part 1: Training and TA

NAEYC and NACCRRA

Part 2: Adult Education

NAEYC, NAECTE and ACCESS

Using the glossary

What do we mean when we talk about professional development?



Initial questions

What do we mean when
we say early childhood?
What do we mean by
professional
development?

Next: Early childhood



Initial definitions: Early childhood

- NAEYC defines **young children** as children in the developmental period of early childhood, from birth through approximately age 8.
- **Early childhood education** includes early learning programs serving young children and their families in centers, homes and schools.
- The **early childhood workforce** includes early educators, home-family support roles and professional support roles.



Initial definitions: Professional development

- Is a continuum of learning and support activities
- that prepares individuals for new roles in the profession or enhances work in current roles and
- leads to improvement in knowledge, skills, practices and dispositions



Professional development includes



1. Training
2. Technical Assistance
3. Education

Each of these can offer preparation for a new role or setting or continuing development in a current role and setting





Initial questions

How are training, technical assistance and education alike? How are they different?



All forms of PD

- Are learning experiences specific to an area of knowledge or inquiry and related skills and dispositions
- Delivered by professionals with expertise in relevant subject matter and adult learning principles and
- Can be delivered face-to-face or through distance, technology-based and hybrid methods



Training



- Can be a one-time event or organized into a training program with a planned sequence of sessions
- Delivered by professionals who may need to meet the qualifications required by an employer, training agency, conference organizer or a state trainer approval system



Technical Assistance



- Provides targeted, customized supports, often job embedded
- Focuses on processes, knowledge application or implementation of services
- Delivered by professionals who may need to meet the qualifications required by an employer or a state technical assistance system





Technical Assistance includes

- Mentoring
- Coaching
- Consulting
- PD advising
- Peer-to-peer professional networks and learning communities





TA: Mentoring

- Occurs between colleagues in similar professional roles
- Goal: To increase personal or professional capacity, resulting in greater professional effectiveness





TA: Coaching

- Occurs between colleagues in similar professional roles
- Goal: To build capacity for specific dispositions, skills and behaviors and focused on goal-setting and achievement for an individual or group





TA: Consulting

- Occurs between an external consultant and individual(s) from a single program
- Goal: To facilitate assessment and resolution of an issue-specific concern or to address a specific topic



TA: PD Advising

- Occurs between an advisor and an individual
- Goal: To assist individuals to make informed decisions and gain access to increased professional growth and career options



Peer-to-Peer TA

- Occurs in communities of colleagues in similar roles
- Goal: To provide access to expert knowledge base in the field, learn from an exchange of professional challenges, rewards, problem solving experiences and practitioner repertoire of tools and strategies





Education

- Occurs between faculty, students and student peers
- Requires satisfactory performance on standards or outcomes-based assessments
- Offered through a state-approved, professionally accredited school, college or university
- Delivered by professionals who meet qualifications required by the state, accreditor and institution





Education Program

- A coherent and sequential **program of study** focused on a specialized content area or role, such as EC teacher education
- With individual study, peer learning experiences, field experiences and performance assessments
- Delivered by faculty with professional expertise in subject matter and adult learning principles and
- Offered through a state approved and nationally accredited school, college or university





Initial questions

What is the difference between preservice and inservice training?

Between credits and CEUs?

Next: Preservice/Inservice





Preservice / Inservice

- **Preservice** is initial PD offered or required prior to beginning work in a new position, role or setting
- **Inservice** is ongoing PD offered or required to enhance skills and maintain current knowledge and practice while continuing to work in a current position, role or setting





Credits & CEUs

- **Credits** are earned after completing the requirements of an academic course
- **Continuing Education Units (CEUs)** may be earned after completing a course that does not meet credit requirements or is not part of a degree program
- **Direct Assessments** award credit or CEUs based on passing an assessment that demonstrates mastery of course requirements





Credentials

- **Credentials** include certificates, diplomas, degrees and licenses awarded to individuals who complete a PD program
- **Degrees** are awarded by educational institutions in accordance with state regulation
- **Professional certification** is awarded by a national, non-governmental professional association
- **State certification** or licensure is awarded by a state agency and may recognize or require degrees and/or professional certifications





Meaningful PD Systems

Question 1: To be meaningful, credentials should be required or valued by professional peers, employers, government and the public. What do you think makes state or national credentials meaningful?

Meaningful credentials

- **Are stackable**, building upon each other, increasing mastery of knowledge and skill and increasing opportunities to advance to positions of higher responsibility and compensation
- **Are portable**, recognized across settings, sectors and states
- **Are valued** by professional peers, employers, government and the public





Meaningful PD Systems

Question 2: What do you think are examples of meaningful PD quality assurance mechanisms valued by professional peers, employers, government and the public?

Meaningful quality assurance



- **PD is delivered by** professionals with relevant knowledge of the subject and of adult learning
- **PD content and assessments are** aligned with the national standards of the profession and with any additional state knowledge and competencies
- **PD is regularly reviewed and updated** using a reflective, self study process that includes data on performance of program completers and an external, unbiased review by members of the profession. Programmatic accreditation is the best known and most frequently used professional QA process.



Meaningful ECPD Systems

- Use the national standards of the profession (NAEYC preparation standards) as a unifying 0-8 framework
- Support national programmatic accreditation in higher ed
- Offer meaningful professional credentials
- Provide worksite induction, mentoring and coaching
- Develop leadership in ECE programs
- Support adequate working conditions including resources and compensation
- Expect ongoing, career-long PD from all professionals
- Encourage engagement in professional peer networks and associations



We want to hear from you

Do you find the Glossary helpful?

Do you have questions or suggestions for improvement?

- Contact: Alison Lutton, alutton@naeyc.org

References

- Early Childhood Education Professional Development Glossary (2012)
http://www.naeyc.org/GlossaryTraining_TA.pdf
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