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| The Early Childhood Technical Assistance Center | **System Framework**  Personnel/Workforce  Component |

The Personnel/Workforce component is currently under development in collaboration with the Early Childhood Personnel Center (ECPC), partner states, Technical Work Group (TWG) members and other experts in the field.

**Subcomponent 1: Leadership, Coordination, and 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 sub-components of the CSPD.

**Subcomponent 2: 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.

**Subcomponent 3: Preservice Personnel Development**

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

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

**Subcomponent 4: 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.

**Subcomponent 5: 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.

**Subcomponent 6: 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.