

Common Themes/ Summary of Interviews with Regional Professional Development Grantees

As the Massachusetts Department of Early Education and Care announces its professional development grantees, the CAYL Institute was engaged to strengthen regional partnerships by providing facilitation to develop leadership skills among agencies to assist them in forming a statewide professional development system that aligns with EEC's vision.

To prepare for the initial meeting of the grantees with EEC and CAYL Institute on June 16, 2010, the CAYL Institute conducted interviews with all grantees. Four questions were asked of the people participating in the interviews from all six regions.

The following is a summary of the major themes from the interviews:

Potential:

- Bridging professional development for the spectrum in EEC; 0-8
- Collaboration of the PD system
- Consistency of the service delivery
- Consolidation of the PD system
- Opportunity for PD system to become a model system
- The potential to help to build a quality PD system by "participating in its creation"
- The linkage of EEC components and initiatives under one PD system (QRIS, core competencies, work force task force)

Strengths:

- The organizational and governance structures created by individual regions
- The depth and breadth of expertise within partners and agencies
- The response and utilization of the data from initial needs assessment
- Collaborative model: finally able to collaborate within our region
- The participation and relationship with higher education
- Connectivity within regions with state wide initiatives (QRIS, core competencies)
- Recognition and attention to data collection in a cohesive manner

Challenges:

- Budgets are not clear or established
- Data requirements and technological capability are not established or integrated
- Change in data requirements? Unsure of this
- The needs of family childcare are unique and specific. The existence of a wide learning curve in relation to their needs is also a challenge
- How do we support the partnership/ leadership within the PD systems and regions; no funding was allowed for this support

- There is no systemic way of addressing uniformity and consistency across the state; ie. registration forms, data collection
- Coordination/ vision/ “big picture” unclear
- Meeting the wide range of PD needs within the scope of the grant
- No mechanism in place to allow for cross regional collaboration or sharing of best practice
- The ability to attain statewide monitoring, consistency and quality control of professional development opportunities
- How to address the issues surrounding cross regional participation

Tech Assistance:

- Data management and the technical capacity to manage the data
- A “Road Map” with realistic goals for Year One, Year Two, with short and long term goals
- Tech support to implement training models, ie. Distance learning, webinars, tele-conferencing
- Organizing, creating and build in opportunities for networking cross regions for:
 - Sharing of best practice
 - Sharing presenters / training models/ criteria
- Standardize and streamline paperwork and definitions (coaching & mentoring, ie.)
- Relation based trainings: mentoring, coaching, interactions with children
- Lessons learned from other states
- Training registry
- Collaborations with DPH, DESE (work on these connections)
- Statewide template around Individual Professional Development Plans
- Empower PD grantees to assist in developing templates, forms, and process as the PD system evolves. (possible committee work at all day meetings)
- ELL, Mental Health, and QRIS: how will these components be integrated into the PD systems?
- Clarification about:
 - ERS trainings (who can and can’t conduct them?)
 - Definitions
 - Data Collection (what kind? What method?)
 - CEUs / Out of School Time, Family Childcare Credentials & agreements
- Transformation/change – understanding the best way to manage and communicate it (to providers, stakeholders, etc.)
- How to develop and maintain partnerships (structure, relationship between partnership, lead agency and EEC, keeping membership energized and invested)