

Conference on the Young Years
From Pieces and Parts to a Professional Development System, Part III

Collaborative Professional Development Session

3-8-12

Main issues

1. Logistical challenges
 - a. In the PD System
 - b. In the capacity of programs to participate
2. Sharing across organizations and stakeholders
 - a. Building awareness
 - b. Sharing
 - c. Communication
3. Determining the effectiveness of Professional Development events and system
 - a. Meeting diverse needs
 - b. Leading to successful implementation and ongoing practice

Ideas/Potential Barriers

- Need to find a starting point
 - Determining what parts of the PD system are currently in place
 - Analyzing the overall system and the various subsystems
- Need increased communication means and venues
 - Advancing local partnerships
 - Advancing statewide partnerships

Higher Expectations during Pre-Serviced	+	Stronger In-Service	=	Accountability Efficiency Effectiveness
Follow-up and Support				

Strengthen Connections between:

ECE

Higher Ed

Regular School Day

ECE Special Ed

School Age/Youth Development

Make it:

Reasonable

Achievable

General Notes:

Issues in Collaboration:

- Early Intervention has not been included
- There is such a range of programs, professionals do not know what all of the services are (due to a lack of collaboration and communication among entities)
- Need to include medical organizations/needs in PD
- Logistical challenges in time/space/\$
- Different requirements stretch logistical limitations
- New expectations AND traditional/established expectations...CAN'T DO IT ALL
- Difficulty sharing info/opportunities across organizations
- Some communities don't know where to go
- Timing of events and opportunities is different for different organizations
- Turnover causes a lot of "starting over" and leads to a wider range of PD needs
- Need to raise/solidify pre-service expectations
- We don't know if and/or how professional development is effective
- Need consistency across organizations so that when professionals move, their credentials transfer among entities
- Need a better understanding of what true collaboration means and becoming more efficient with limited resources

Considerations moving forward:

- Need common source for all professional development information and one reporting source
- Need to identify and better fill professional needs
- Need to integrate subsystems and connections to resources
- Need creative partnerships: new, efficient ways to work together
- Need more venues and opportunities to make it happen
- Need to increase awareness and strengthen relationships
- Avoid duplication of efforts
- Sharing technological resources and time commitments
- Ideas for collaboration when \$ is not available
- Organizations and professionals need to be more flexible to meet the necessary changes
- Integrating entry-level expectations and content necessities (info that's most practical) in pre-service education for PD consistency
- Minimize redundancy in PD content
- Higher Ed needs to be in sync with professional needs
- Develop a professional "cross training" for a variety of needs/expectations
- Need to educate community on the value of PD and garner support
- Need better inclusion of career and tech centers that generate ECE professionals

- Need to illustrate how PD is applied—to make and show change in practices
- Need greater accountability in clock hours
- Greater cross-organization collaboration could result from shared PD experiences (would make them more meaningful and effective)
- Search out new connections
- Need to understand and appreciate other organizations' cultures
- Find appropriate/effective organizational representation in meetings