Professional Development System Overview: Alabama

ADMINISTRATION FOR CHILDREN & FAMILIES

National Center on Child Care Professional Development Systems and Workforce Initiatives (PDW Center)
Jointly funded by ACF's Office of Child Care and Office of Head Start

State	Alabama	
Professional Development (PD) System	**Title:** Alabama Pathways to Quality Care and Education **Web sites:** http://dhr.alabama.gov/services/child_care_services/Quality_Overview.aspx and http://dhr.alabama.gov/Announce_Links/Pathways/PATHWAYS.pdf	
Infrastructure/ PD System Governance	**Type of Governance:** State agency with contracts AL Department of Human Resources (AL DHR), Child Care Services Division funds programs through contracts with government and non-profit agencies. The contracts provide regional and statewide initiatives to enhance the quality of child care and to positively impact the early learning experiences of young children. **Key Contact:** Dr. Calvin E. Moore, Jr., Division Director, calvin.moore@dhr.alabama.gov	
Head Start (HS)/Early Head Start (EHS)	**State HS Collaboration Director:** Pamela Laning, pam.laning@dca.alabama.gov **State HS Early Childhood Manager:** Irene Hardeman, irene.hardeman@icfi.com	
Target Population	▪ Professionals who care for and teach children from birth–12 years in Child Care, HS/EHS, public pre-K, special education and early intervention, and school-age (SA) care	
Early Learning Guidelines (ELGs)	**Ages Included in ELGs and Alignment with K–12**	**Notes**
	▪ Birth–5 years	**Title:** Alabama Early Learning Guidelines The AL ELGs result from collaboration between the AL DHR and various stakeholders across the State. AL ELGs serve as building blocks to support early care and to educate providers in preparing each child for future success in school and life. The guidelines are intended to be inclusive of all children. **Web site:** http://dhr.alabama.gov/documents/AELG.pdf Information on State ELGs references to dual language learners is available at http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/cultural-linguistic/center/state-guidelines/dll_guidelines.html

E-mail: PDWCenter@zerotothree.org
Phone: (202) 857-2673

Core Knowledge and Competencies (CKCs)	**Roles**	**Notes**
	▪ Early childhood (EC) and SA care professionals	**Title:** Core Knowledge Areas AL Pathways identify the eight core knowledge areas that serve as a foundational checklist of knowledge, skills, and abilities that caregivers, teachers, and administrators need to be effective. **Web site:** http://dhr.alabama.gov/Announce_Links/Pathways/PATHWAYS.pdf
Approval Systems	**Trainer/Training**	**Notes**
	▪ Information on trainers	**Title:** Alabama Pathways to Quality Care and Education Child development and EC training is provided through professional organizations, AL DHR quality enhancement contract agencies, and some colleges and universities. The Office of School Readiness, pre-K and HS/EHS programs provide their staff with inservice training that is sometimes available to other AL EC professionals. **Web site:** http://dhr.alabama.gov/Announce_Links/Pathways/PATHWAYS.pdf
	▪ Online training calendars	**Title:** Online training calendars AL DHR contracts with agencies throughout the State to provide training that allows child care providers to meet the minimum child care licensing requirements for preservice and annual training. These agencies also provide training that assists child care providers to achieve goals such as obtaining the Child Development Associate (CDA) Credential™ and receiving national accreditation. **Web site:** http://www.dhr.alabama.gov/services/Child_Care_Services/Schedule_Training.aspx
Workforce Registry/Data System and Career Pathways	**System(s)**	**Notes**
	▪ In development	**Title:** N/A The workforce registry is in development.
	▪ Career pathways (lattice/ladder)	**Title:** Alabama Professional Development Lattice **Web site:** http://dhr.alabama.gov/Announce_Links/Pathways/PATHWAYS.pdf