

# Professional Development System Overview: Connecticut



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	Connecticut										
<b>Professional Development (PD) System</b>	<p>The Office of Early Childhood Workforce Development Unit oversees the PD systems, policy, and practices to support the goal of developing a highly qualified and effective workforce for all children, aged birth–5 years, in all settings. Collaborative partners include higher education institutions, PD providers, and members of the workforce. CT Charts-A-Course, which resides in the unit, is responsible for the professional registry, scholarship administration, career counseling, and program improvement to support individuals and programs.</p> <p><b>Web site:</b> <a href="http://www.ctcharts.org">http://www.ctcharts.org</a> for more information on CT Charts-A-Course</p>										
<b>Infrastructure/ PD System Governance</b>	<p><b>Type of Governance:</b> State agency The Office of Early Childhood, Early Care and Education division consists of the units listed below.</p> <p><b>Key Contacts:</b></p> <table> <tr> <td>Workforce Development:</td> <td><b>Deb Adams</b>, <a href="mailto:Deborah.Adams@ct.gov">Deborah.Adams@ct.gov</a></td> </tr> <tr> <td>Program Improvement and Support:</td> <td><b>Deb Flis</b>, <a href="mailto:Deb.Flis@ct.gov">Deb.Flis@ct.gov</a></td> </tr> <tr> <td>Workforce Registry:</td> <td><b>Margaret Gustafson</b>, <a href="mailto:Margaret.Gustafson@ct.gov">Margaret.Gustafson@ct.gov</a></td> </tr> <tr> <td>Standards, Instruction and Assessment Unit:</td> <td><b>Michelle Levy</b>, <a href="mailto:Michelle.Levy@ct.gov">Michelle.Levy@ct.gov</a></td> </tr> <tr> <td>Grants and Subsidy:</td> <td><b>Geri Rowell</b>, <a href="mailto:Gerri.Rowell@ct.gov">Gerri.Rowell@ct.gov</a></td> </tr> </table>	Workforce Development:	<b>Deb Adams</b> , <a href="mailto:Deborah.Adams@ct.gov">Deborah.Adams@ct.gov</a>	Program Improvement and Support:	<b>Deb Flis</b> , <a href="mailto:Deb.Flis@ct.gov">Deb.Flis@ct.gov</a>	Workforce Registry:	<b>Margaret Gustafson</b> , <a href="mailto:Margaret.Gustafson@ct.gov">Margaret.Gustafson@ct.gov</a>	Standards, Instruction and Assessment Unit:	<b>Michelle Levy</b> , <a href="mailto:Michelle.Levy@ct.gov">Michelle.Levy@ct.gov</a>	Grants and Subsidy:	<b>Geri Rowell</b> , <a href="mailto:Gerri.Rowell@ct.gov">Gerri.Rowell@ct.gov</a>
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<b>Head Start (HS)/Early Head Start (EHS)</b>	<p><b>State HS Collaboration Director:</b> Grace Whitney, <a href="mailto:grace.whitney@ct.gov">grace.whitney@ct.gov</a></p> <p><b>State HS Early Childhood Manager:</b> Susan Sponheimer, <a href="mailto:ssponheimer@donahue.umassp.edu">ssponheimer@donahue.umassp.edu</a></p>										
<b>Target Population</b>	<ul style="list-style-type: none"> <li>Individuals in the early care and education field including licensed and license-exempt center-based and school-based program staff; licensed family child care providers; family, friend, and neighbor providers; school-age/afterschool program staff; trainers; consultants; technical assistance providers; and those individuals not working in the early childhood (EC) field, but matriculating in an EC degree program in a CT higher education institution</li> </ul>										

<b>Early Learning Guidelines (ELGs)</b>	<b>Ages Included in ELGs and Alignment with K–12</b> <ul style="list-style-type: none"> <li>▪ Birth–5 years</li>   <li>▪ Align with CT’s K–12 standards</li> </ul>	<b>Notes</b> <p><b>Title:</b> Connecticut Early Learning and Development Standards (ELDS)  These standards state what children from birth–5 years should know and be able to do at various ages across their earliest years of development.  Web site: <a href="http://www.ct.gov/oec/lib/oec/earlycare/elds/ctelds.pdf">http://www.ct.gov/oec/lib/oec/earlycare/elds/ctelds.pdf</a></p> <p>The CT ELDS alignment to the Common Core State Standards in English Language Arts and Mathematics are included in Appendix D of the ELDS document. Development has begun on K–3 learning standards in the areas currently addressed for ages birth–5 years, but not for K–3 (Social and Emotional Development and Cognition). This work will be completed in Spring 2014.</p>
<b>Core Knowledge and Competencies (CKCs)</b>	<b>Roles</b> <ul style="list-style-type: none"> <li>▪ Adults working with young children in a variety of early care and education settings</li> </ul>	<b>Notes</b> <p><b>Title:</b> The Connecticut Early Childhood Core Knowledge and Competency Framework  This CKCs framework defines what early care educators need to know and be able to do while working with and/or on behalf of children and families in any setting in which they provide care to one or more children aged birth–5 years. This framework aligns to neighboring States’ documents and intentionally addresses special education, dual language learners, and cultural relevance.  <b>Web site:</b> <a href="http://www.ctearlychildhood.org/uploads/6/3/3/7/6337139/ckcframeworkweb.pdf">http://www.ctearlychildhood.org/uploads/6/3/3/7/6337139/ckcframeworkweb.pdf</a></p>
<b>Approval Systems</b>	<b>Trainer/Training</b> <ul style="list-style-type: none"> <li>▪ Training approval</li> <li>▪ Trainer approval</li> <li>▪ Voluntary system</li> </ul>	<b>Notes</b> <p><b>Title:</b> Training Approval Board and Connecticut Charts-A-Course Trainer Approval System  The Training Approval Board provides oversight for components of CT’s voluntary, non-credit training system including training curriculum and delivery, trainer qualifications, and responsibilities.  <b>Web sites:</b> <a href="http://www.ctcharts.org/index.cfm?module=62&amp;navID=nav121">http://www.ctcharts.org/index.cfm?module=62&amp;navID=nav121</a> and <a href="http://www.ctcharts.org/index.cfm?module=57&amp;navID=nav122">http://www.ctcharts.org/index.cfm?module=57&amp;navID=nav122</a></p>
<b>Workforce Registry/Data System and Career Pathways</b>	<b>System(s)</b> <ul style="list-style-type: none"> <li>▪ Workforce registry</li>   <li>▪ Participation in the Registry is mandatory for staff employed in publicly-funded programs</li>   <li>▪ Career pathways (lattice/ladder)</li> </ul>	<b>Notes</b> <p><b>Title:</b> Connecticut Early Childhood Professional Registry (the Registry)  The Registry is a statewide, secure, online database that tracks the education, credentials, training, and employment experience of its members. The Registry collects workforce data and reports the career ladder level and qualifications of the early care and education workforce by occupation, role, program, and funding source. Its members use the Registry as a way to apply for State EC scholarship funds, the Department of Public Health head teacher certificate, and the State’s Early Childhood Teacher Credential.  Web site: <a href="http://www.ctcharts.org/index.cfm?module=25&amp;navID=nav102">http://www.ctcharts.org/index.cfm?module=25&amp;navID=nav102</a> and <a href="https://www.ccacregistry.org/">https://www.ccacregistry.org/</a></p> <p><b>Title:</b> Career Ladder  This 15-level career ladder is used to identify education levels and chart progress based on formal education. CT is in the process of revising the career ladder to align with the State’s new CKCs.  <b>Web site:</b> <a href="https://www.ccacregistry.org/_forms_documents/ccacCareerLadder.pdf">https://www.ccacregistry.org/_forms_documents/ccacCareerLadder.pdf</a></p>