

Professional Development System Overview: Hawaii



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	Hawaii	
Professional Development (PD) System	<p>Title: Career Access and Navigation of Early Childhood Systems (CANOES)</p> <p>Web site: http://www.canoes-hawaii.com/</p>	
Infrastructure/ PD System Governance	<p>Type of Governance: Partnership with State agency, higher education institute and public/private partners</p> <p>Hawaii Careers for Young Children (HCYC) is a workforce and PD system-building effort of 27 agencies and organizations, each with a vested interest in early care and education (ECE). The HCYC is comprised of individuals from higher education, the Head Start Association, child care providers, State agencies, private organizations, county representatives, and representatives from the provider registry. Collectively, HCYC provides guidance and leadership, assists in ensuring that recommendations for systemic changes are realistically represented and addressed, and that the needs the early learning community are met.</p> <p>Key contact: GG Weisenfeld, georgenne.weisenfeld@hawaii.gov or Dana Balansag, dbalansag@dhs.hawaii.gov</p>	
Head Start (HS)/Early Head Start (EHS)	<p>State HS Collaboration Director: Christine Jackson, christine.jackson@hawaii.gov,</p> <p>State HS Early Childhood Manager: Shelley Weatherwax, shelley.weatherwax@stginternational.com</p>	
Target Population	<ul style="list-style-type: none"> Workforce in Child Care, preschool, HS/EHS, school-age, and other programs that serve children and families. 	
Early Learning Guidelines (ELGs)	<p>Ages Included in ELGs and Alignment with K–12</p> <ul style="list-style-type: none"> Birth–5 years Align with preschool content standards 	<p>Notes</p> <p>Title: Hawai'i Early Learning and Development Standards</p> <p>The HI Early Learning and Development Standards are a set of research-based standards that identify expectations of knowledge and behavior for children from birth through kindergarten entry.</p> <p>Web site: http://p3hawaii.org/HELDS/standards</p> <p>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</p>

Core Knowledge and Competencies (CKCs)	Roles	Notes
Approval Systems	Trainer/Training	
	<ul style="list-style-type: none"> ▪ All practitioners in all settings including higher education staff, ECE administrators, and community-based trainers ▪ ECE center-based practitioners who work with children birth–5 	<p>Title: Common Core Competencies for Early Childhood Practitioners This draft document provides an overview of what practitioners need to know and be able to do to effectively support professionalism and stability for HI’s diverse early childhood workforce; and to provide a common PD framework and foundation for all ECE practitioners. The draft includes 11 competencies and related proficiencies. Web site: http://www.canoes-hawaii.com/files/canoes-hawaii/documents/pdfs/Common_Core_Competencies-ELC.pdf</p> <p>Title: Attitudes, Skills and Knowledge (ASK) Core Areas The ASK identifies 10 content areas of knowledge in standards and levels of competent practice. Web site: http://www.patchhawaii.org/files/content/providers/center/careers/ASK%20Booklet.pdf</p> <ul style="list-style-type: none"> ▪ Voluntary Training Approval System Title: CANOES Professional Development Quality Improvement and Assurance System (PDQIAS) The PDQIAS component of CANOES approves three levels of trainers (beginner, intermediate, and advanced) and Specialty Trainers through an application and verification process. Web site: http://www.canoes-hawaii.com/professional-development-quality-improvement-and-assurance ▪ Online training calendar Title: People Attentive to Children (PATCH) Training Calendar Web site: http://patchhawaii.org/providers/training
Workforce Registry/Data System and Career Pathways	System(s)	
	<ul style="list-style-type: none"> ▪ Mandatory and voluntary registry available Title: CANOES Registry The registry is a contracted service funded by the Department of Human Services (DHS) that documents the qualifications of practitioners based upon training, experience and professional achievements in the ECE field. Practitioners are required to have their job qualifications evaluated and recorded by the registry if they are employed in DHS licensed preschools, infant/toddler programs and group child care homes. Other practitioners may voluntarily participate in the career and PD component by using the registry as a tool to track, document and plan for ongoing PD. Web site: http://patchhawaii.org/providers/center/careers ▪ Career pathways (lattice/ladder) Title: CANOES Career Framework Web site: http://www.canoes-hawaii.com/files/canoes-hawaii/documents/Framework.Canoes2012.pdf 	