

# Professional Development System Overview: Massachusetts



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

<b>State</b>	<b>Massachusetts</b>	
<b>Professional Development (PD) System</b>	<b>Title:</b> Massachusetts Early Education and Care Professional Development System	
	<b>Web site:</b> <a href="http://www.mass.gov/edu/birth-grade-12/early-education-and-care/workforce-and-professional-development/">http://www.mass.gov/edu/birth-grade-12/early-education-and-care/workforce-and-professional-development/</a>	
<b>Infrastructure/ PD System Governance</b>	<b>Type of Governance:</b> State agency (Executive Office of Education, Early Education and Care [EEC])	
	<b>Key Contact:</b> Pam Roux, Educator/Provider Support Specialist, <a href="mailto:Pam.Roux@state.ma.us">Pam.Roux@state.ma.us</a>	
<b>Head Start (HS)/Early Head Start (EHS)</b>	<b>State HS Collaboration Director:</b> Jennifer Amaya-Thompson, <a href="mailto:jennifer.amaya-thompson@state.ma.us">jennifer.amaya-thompson@state.ma.us</a> ,	
	<b>State HS Early Childhood Manager:</b> Ruth-Ann Rasbold, <a href="mailto:rrasbold@donahue.umassp.edu">rrasbold@donahue.umassp.edu</a>	
<b>Target Population</b>	<ul style="list-style-type: none"> <li>EEC and out-of-school time educators, youth workers, and administrators</li> </ul>	
<b>Early Learning Guidelines (ELGs)</b>	<b>Ages Included in ELGs and Alignment with K–12</b>	<b>Notes</b>
	<ul style="list-style-type: none"> <li>3–5 years</li> </ul>	<p><b>Title:</b> Early Childhood Program Standards and the Guidelines for Preschool Learning Experiences These guidelines are based on the standards for pre-K–K (or pre-K through grades 1–4) in the approved revisions of the MA Curriculum Frameworks. <b>Web site:</b> <a href="http://www.eec.state.ma.us/docs1/research_planning/ta_guideprelearnexper.pdf">http://www.eec.state.ma.us/docs1/research_planning/ta_guideprelearnexper.pdf</a></p>
	<ul style="list-style-type: none"> <li>Aligned with K–12 curriculum framework</li> </ul>	<p><b>Title:</b> Massachusetts Early Learning Guidelines for Infants and Toddlers These guidelines provide a comprehensive view of the development of infants and toddlers while describing the experiences that support this development. <b>Web site:</b> <a href="http://www.eec.state.ma.us/docs1/Workforce_Dev/Layout.pdf">http://www.eec.state.ma.us/docs1/Workforce_Dev/Layout.pdf</a></p>
	<ul style="list-style-type: none"> <li>Birth–3 years</li> </ul>	<p><b>Title:</b> Pre-K Science and Technology Engineering (STE) Standards Based on the Next Generation Science Standards, the Pre-K STE Standards for children ages 2.9–5 years articulate multi-domain expectations for growth and support continuity in education from birth–K. <b>Web Site:</b> <a href="http://www.mass.gov/edu/docs/eec/2013/20131009-pk-sci-tech-standards.pdf">http://www.mass.gov/edu/docs/eec/2013/20131009-pk-sci-tech-standards.pdf</a></p>
	<ul style="list-style-type: none"> <li>2.9–5 years</li> </ul>	<p>Information on State ELGs references to dual language learners is available at <a href="http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/cultural-linguistic/center/state-guidelines/dll_guidelines.html">http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/cultural-linguistic/center/state-guidelines/dll_guidelines.html</a></p>

Core Knowledge and Competencies (CKCs)	Roles	Notes
	<ul style="list-style-type: none"> <li>▪ Child care centers, out-of-school time programs, family child care homes, public preschool programs, private schools, preschool and kindergarten programs, and HS/EHS programs</li> </ul>	<p><b>Title:</b> Core Competencies for Early Education and Out-of-School Time Educators Each of the eight Core Competency areas has its own section describing the knowledge and skills that early care and education and out-of-school time educators need to demonstrate in their work with children, families, and colleagues. Each indicator is divided into three levels: Initial, Mid, and Advanced.</p> <p><b>Web site:</b> <a href="http://www.eec.state.ma.us/docs1/prof_devel/core_comp_packet.pdf">http://www.eec.state.ma.us/docs1/prof_devel/core_comp_packet.pdf</a></p>
Approval Systems	Trainer/Training	Notes
	<ul style="list-style-type: none"> <li>▪ Online training calendar</li> </ul>	<p><b>Title:</b> Educator and Provider Support (EPS) Grant Each partnership is responsible for providing PD support services, such as coaching and mentoring, and opportunities to EEC and out-of-school time educators and providers (programs) in Massachusetts. All PD opportunities are included on EEC's Online PD Calendar.</p> <p><b>Web site:</b> <a href="http://www.mass.gov/edu/birth-grade-12/early-education-and-care/workforce-and-professional-development/educator-and-provider-support-eps-grant.html">http://www.mass.gov/edu/birth-grade-12/early-education-and-care/workforce-and-professional-development/educator-and-provider-support-eps-grant.html</a></p> <p><b>Title:</b> EEC Online PD Calendar <b>Web sites:</b> <a href="http://www.eec.state.ma.us/ProfessionalDevelopment/WebFindTraining.aspx">http://www.eec.state.ma.us/ProfessionalDevelopment/WebFindTraining.aspx</a> and <a href="http://www.mass.gov/edu/docs/eec/2013/fy14-eps-crse-catalog.pdf">http://www.mass.gov/edu/docs/eec/2013/fy14-eps-crse-catalog.pdf</a></p>
Workforce Registry/Data System and Career Pathways	System(s)	Notes
	<ul style="list-style-type: none"> <li>▪ Educators, including assistants, who work with infants, toddlers, preschoolers, or school age children in EEC-licensed settings, must register and update their registration annually</li> <li>▪ Career pathways (lattice/ladder)</li> </ul>	<p><b>Title:</b> EEC's Professional Qualifications Registry Professional Qualifications Registry gathers important information on the size, composition, education, and experience of the current workforce. It stores information about the retention and turnover of educators working in early education and out-of-school time programs.</p> <p><b>Web site:</b> <a href="https://www.eec.state.ma.us/PQRegistry/">https://www.eec.state.ma.us/PQRegistry/</a></p> <p><b>Title:</b> Career Ladder (draft) A five-level career ladder for educators working directly with children or who are responsible for PD and curriculum.</p> <p><b>Web site:</b> <a href="http://www.mass.gov/edu/birth-grade-12/early-education-and-care/workforce-and-professional-development/eec-career-ladder-for-educators.html">http://www.mass.gov/edu/birth-grade-12/early-education-and-care/workforce-and-professional-development/eec-career-ladder-for-educators.html</a></p>