

Professional Development System Overview: Puerto Rico



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

Territory	Puerto Rico	
Professional Development (PD) System	Title: N/A Web site: http://www.acuden.pr.gov	
Infrastructure/ PD System Governance	Type of Governance: Territorial Agency (Administration for Integral Child Care and Development [ACUDEN]) Key Contact: Ariel Agosto-Cepeda, Special Assistant to ACUDEN Administrator/ Child Care Program Interim Director, (787) 724-7474, aagosto@acuden.pr.gov	
Head Start (HS)/Early Head Start (EHS)	Territory HS Collaboration Director: Alejandra Alvarez-Ibáñez, aalvarez@fortaleza.pr.gov Territory HS Early Childhood Manager: Gloria de Llovio-Dominguez, gdellovio@gmail.com	
Target Population	<ul style="list-style-type: none"> Child Care, HS/EHS, family child care, pre-K, private and public school, special education 	
Early Learning Guidelines (ELGs)	Ages Included in ELGs and Alignment with K–12 <ul style="list-style-type: none"> 3–5 years Aligns with K–12 content, HS and pre-K standards 	Notes Title: Early Learning Guidelines PR's ELGs are cross-walked to align with the HS Child Development and Early Learning Framework, K–12 content standards, and Territory pre-K standards. All CCDF funded programs have implemented these ELGs. PR's 2014-2015 CCDF goal is to guarantee that all early childhood programs have been trained in ELGs. ACUDEN developed an activities manual for center-based and family day care providers among all early childhood programs in Puerto Rico (HS/EHS centers, CCDF centers, private providers) to facilitate the use of PR's ELGs. Web site: http://www2.pr.gov/agencias/acuden/Documents/ACUDEN%202013/StatePlanI%202014-2015.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

Core Knowledge and Competencies (CKCs)	Roles <ul style="list-style-type: none"> ▪ Early care and education professionals 	Notes Title: Core Knowledge and Competencies PR developed an outline of the CKCs. ACUDEN is examining the viability of facilitating its implementation across teacher education programs in PR higher education institutions. Web site: https://childcare.gov/sites/default/files/StateProfiles/PR.pdf
Approval Systems	Trainer/Training <ul style="list-style-type: none"> ▪ Online training calendar 	Notes Title: N/A PR's 2014–2015 CCDF plan indicates that some training offered by ACUDEN coordinates with continuous education programs at the University of PR. Web site: http://www2.pr.gov/agencias/acuden/Documents/ACUDEN%202013/StatePlanI%202014-2015.pdf
Workforce Registry/Data System and Career Pathways	System(s) <ul style="list-style-type: none"> ▪ N/A 	Notes Title: N/A ACUDEN provides continuous monitoring of child care centers and family-based programs and related the initiatives. ACUDEN is developing a professional registry for Child Care and Development Fund (CCDF) funded programs. PR laws require early education teachers to have a bachelor's in education at the entry level. ACUDEN requires teacher assistants in CCDF funded programs to have at least a Child Development Associate (CDA) Credential™ or an associate's degree in early education. PR's 2014-2015 CCDF goals include the creation of a unified data system that will include information on the workforce. Web site: http://www2.pr.gov/agencias/acuden/Documents/ACUDEN%202013/StatePlanI%202014-2015.pdf