

A Condensed History of Professional Development In Early Childhood Care and Education In Hawai'i

For Hawai'i Careers with Young Children

June 2015

Linda Buck and Elaine Yamashita

ABSTRACT

Includes timeline, list of key documents developed, summary of progress and proposed plan for detailed history.

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Purpose

The purpose of this condensed history is to give current leaders and decision makers in early care and education (ECE) in Hawai'i the foundations of professional development in ECE that have been established and built on since 1971. It is also a celebration of the work that has been done. There have been key leaders and funders who have the vision of a comprehensive, coordinated early childhood system that includes a well-educated workforce that invests in continual professional development in order to provide the best care and education for young children and their families.

Background

Hawai'i Careers with Young Children (HCYC) is the latest iteration of the Career Development System (CDS) that officially launched in 1992. In 2014-2015, as new initiatives and governing structures in the state were evident, HCYC decided to devote a limited amount of funding to create the history in order to provide the foundation for a future Professional Development Center. This history was a recommendation from Kaulanakilohana, which is "*A community of interwoven voices for Early Childhood Higher Education in Hawai'i*" and is from "*Professional Recognition Systems*", a document by Jeanne Iorio of University of Hawai'i West O'ahu and Allison Henward of University of Hawai'i Mānoa.

As initial writer Linda Buck began work on this, it became clear that this could be a very extensive project. However, for the purposes of the current contract, a condensed timeline has been developed, with key events and funding sources over the years. The second part is a list of key documents that have been developed in Hawai'i. The third part is a summary of progress towards an integrated professional development system that uses the *NAEYC Workforce Designs Blueprint*. The last section is a proposed outline for an extended document, including a list of key informants who hold this history in their experience. That project would involve bringing these people together and adding detail on the information and background.

Current context

Hawai'i Careers with Young Children (HCYC), funded by Kamehameha Schools since 2007, will have no new funding after June 30, 2015. Carryover funds are still available as of 6/30/15. The HCYC Steering committee in June 2015 agreed that HCYC still offers the expertise in the ECE arena of professional development for any cross-sector professional development center or entity.

The first facilitator under the KS grant was Melodie Vega (2007 - 2012), then Sheila Buyukacar (2013 - 2014), then Donna Flores (2014 – 2015). Good Beginnings Alliance (GBA) has been the fiscal agent.

The Executive Office on Early Learning (EOEL), established by the Legislature in 2012, has no executive director as of June 2015 and efforts to fill the position are ongoing. The first executive director was Terry Lock (2012-13) and the next executive director was GG Weisenfeld. (2013-14). Both were appointed by Governor Neil Abercrombie and were housed in the Governor’s office in the state capitol. In the planning year (2011-12), the coordinator position was funded by Kellogg and Omidyar and the Governor’s office. 2012-14, the Executive Director position was funded by the state. When Governor David Ige was elected in November 2014, the position was vacated. The ED position and the Head Start Collaboration position were moved to the DOE.

Action Strategies, which began in 2012 as part of the EOEL, continues with Kerrie Urosevich as overall coordinator, housed in Governor Ige’s office, funded by Omidyar Family Trust. <http://hawaiiactionstrategy.org/>

Kaulanakilohana, the University of Hawai’i System (includes 10 campuses throughout the state) and Chaminade University ECE higher education faculty group, continues to meet at least once a year utilizing technology. This document is created under Kaulanakilohana and will be submitted to HCYC.

A constitutional amendment that was proposed on the November 2014 ballot failed to pass voters. The amendment would have allowed state funds to go to private early childhood providers that met all state and/or federal guidelines and requirements, enabling public-private partnerships for early childhood education. The consequence: there is now a distinction between “education” and “care” in state funding streams. Early childhood has a long tradition of considering care and education as intertwined and interdependent.

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**Part I
ECE Professional Development Timeline**

Year	Markers	Funding source
1971-1977	UH Mānoa College of Education established an undergraduate degree in early childhood education focusing on teachers working with children 3 – 8. Graduates eligible for certification in elementary education from DOE Students in Human Development (now Family Resources) in the College of Tropical Agriculture and Human Resources were eligible to take the ECE courses.	University of Hawai'i (UH)
1975	UH Community Colleges began to offer CDA training using “trainers” who work with candidates at the work sites. Started with Honolulu Community College, serving O‘ahu.	UH
	First annual Hawai'i Association for the Education of Young Children (HAEYC) conference held. Initially funded by Hawai'i State Foundation on Culture and the Arts. After HSFCA funding ends, HAEYC partners with other organizations to organize the conference annually. HAEYC Mini-conferences on Neighbor Islands started 1980.	Hawai'i State Foundation on Culture and Arts
1982	Department of Human Services (DHS) established Group Child Care Licensing Rules. Staff qualifications required for centers caring for children from 2 years to 5. Qualifications for teachers included the CDA. These remain unchanged to the present time.	State Dept. of Human Services (DHS)
1977-1989	DOE no longer accepted ECE degree for certification. ECE became a specialization within the elementary program, maintaining the 12 credit course sequence of ECE and HD (FAMR) courses but not eligible for DOE certification	

Year	Markers	Funding source
1988-1995	<p>A series of studies and plans identified universal early childhood education and care as a key component of both education reform and workforce support. All recommended focus on the early childhood workforce as a critical component of quality.</p> <p><i>Statewide Needs Assessment</i> (1989, OCY), revealed high staff turnover rates, low salaries, and lack of resources to train and educate teachers and caregivers.</p> <p><i>The Hawaii Plan: Educational Excellence for the Pacific Era</i> (1988, Berman, Paul – ERIC number ED313770), and the follow up, <i>The Next Steps: Hard Decisions – Working Together for Educational Excellence</i> (1991, Berman, Paul), sponsored by the Hawaii Business Roundtable, focused on education reform.</p> <p><i>The State Strategic Plan for Workforce Child Care</i>, developed by the Governor’s Office of Children and Youth (1990, OCY), focused on the need for working parents to have quality, affordable child care.</p> <p><i>The Good Beginnings Initiative Master Plan</i>, developed by a coalition of business, academic and community leaders, brought early education and care together. As a result, The Good Beginnings Alliance was created as the private, nonprofit partner with the public sector to coordinate early care and education.</p>	<p>Governor’s Office of Children and Youth (OCY)</p> <p>Hawai’i Business Roundtable</p> <p>OCY</p>
1989 -1995	<p>Dual major in elementary/ECE approved by DOE. ECE became an endorsement on the elementary teacher certificate</p>	

Year	Markers	Funding source
1990 -1992	<p>1990 – Honolulu CC named as lead for early childhood practitioner training by UH Chancellor for Community Colleges.</p> <p>Associate degree redesigned at Honolulu CC, in part to reflect changes in CDA requirements; “Old CDA” options with trainers discontinued; new Infant/Toddler option offered in addition to Preschool option in associate degree program.</p> <p>Efforts begin to align curricula across the community colleges (Honolulu, Hawai’i, Kaua’i, Maui). At Honolulu and Maui, students can earn a Human Services associate’s degree with ECE specialization. Kaua’i and Hawai’i start ECE associate’s degree programs in 1992.</p>	UH
1990	<p>Child Care Development Block Grant (CCDBG, also known as Child Care Development Fund – CCDF) is first authorized by Congress. Provides federal dollars to states for child care and for improving child care. Governor’s Office of Children and Youth (OCY) is designated lead state agency for CCDBG. Some funding to The Institute for Family Enrichment (TIFFE) for infant/toddler training.</p>	CCDBG
1991	<p>ECE leadership, sponsored by OCY, launched initiative to create an Early Childhood Career Development System for Hawai’i.</p> <p>Significant events:</p> <ul style="list-style-type: none"> • Initial meeting with Gwen Morgan of Wheelock College Center for Career Development resulted in formation of ad hoc Career Development System Design Team. • Statewide Professional Development Conference. Sue Bredekamp of National Association for the Education of Young Children (NAEYC) was keynote speaker. Announced initiation of NAEYC Professional Development Institute (PDI). Sherry Nolte introduced the concept of a career lattice which was later adopted by the PDI. 	OCY
1992	<p>Design Team planned a two-day Symposium for January 1993 to launch a major planning effort the Career Development System (CDS) Initiative.</p> <p>Representatives from CDS attend first NAEYC Professional Development Institute.</p>	OCY

Year	Markers	Funding source
1993	Professional and Career Education (PACE), community-based workshops that can convert to college credit, developed and offered on O'ahu through Honolulu Community College. PACE development supported by the first federal Child Care and Development Block Grant (CCDBG). OCY is lead state agency for CCDBG. Liz Chun is Block Grant Coordinator in OCY.	OCY to HonCC
1994	<p>January: Day 1 - Breakfast for high level stakeholders held to introduce the CDS Initiative. Symposium for practitioners, administrators and managers followed with Gwen Morgan and Sue Bredekamp as keynote speakers. Break out groups focused on specific system issues: Regulatory, Funding and "Training". On Day 2 groups developed recommendations, plans and strategies.</p> <p>May-September: HAEYC held six forums in locations statewide to inform practitioners about CDS efforts and to solicit input from them. Although some work groups continued to meet after the Symposium, the momentum stalled due to lack of funding and staffing.</p> <p>August: The Hawaii Community Foundation (Susan Jones) identified CDS as an area for support. An Advisory Group was convened and consultants hired to guide a pre-planning phase for the system. Jackie Dudock and Marian Rauch were the first consultants, along with Carole Enmark, Maui County Child Care Coordinator, who represented and engaged with neighbor island constituencies.</p>	<p>OCY</p> <p>UH Conference Center</p> <p>HCF</p>
	The Hawai'i State Early Childhood Education and Care Coordinating Committee (HECECCC) is formed, under Governor Cayetano's OCY. Members include representatives from state departments (DOE, DHS, DLIR, DOH, OHA), Hawai'i Business Roundtable, Hawai'i County, Maui Pine Children's Center, Kamehameha Schools, HAEYC, PATCH, HCF, UH Community Colleges, Tax Foundation, state legislators, business community (FHB).	State

Year	Markers	Funding source
1995	HCF continues to fund CDS work. Consultants hired to facilitate Advisory Committee in preparation for a Planning Clinic with Wheelock Center for Career Development in June in conjunction with PDI Conference.	HCF
	Report from the Planning Clinic described a process for an incremental planning process and identified key issues to consider moving forward. Gwen Morgan & Joan Costley, Clinic Consultants from Center for Career Development; Linda Buck, report author.	HCF
	Consultant hired by HAEYC to complete design for Personnel Registry and pilot test. (Teresa Vast) found that essential elements needed to be developed before pilot testing, i.e. a career lattice that identified the scope of the field and core knowledge and competencies expected of practitioners.	HCF
	The Hawaii Early Childhood Education and Care Coordinating Committee (HECECCC) recognized the Advisory Committee as representing early care and education professionals for the purposes of the Good Beginnings Master Plan.	
	First HAEYC Leadership Symposium held on Friday before Saturday HAEYC State Conference.	HAEYC, DHS, DOE, DOH
1995 – 2002	Hawaii Teacher Standards Board (HTSB) established by Legislature; assumed responsibility for licensing teachers in 2002 (previously DOE certified teachers).	State
1996	HCF awards HAEYC grant to take over coordination of Advisory Committee. Carol Chang hired to staff the Committee and facilitate development of the career lattice.	HCF
	Advisory Committee with expanded membership becomes the Hawaii Early Childhood Career Development System Coalition (April 1996) – known as CDC	HCF
	CDC formed a Career Lattice Work Group with two subgroups: one to develop the “matrix” of roles and qualifications and the other of identify Core Competencies for practice. The Coalition decided to call the Core Competencies the ASK (Attitudes, Skills and Knowledge) for Early Childhood Practitioners.	HCF

Year	Markers	Funding source
1996 cont'd	Initial ASK drafted by Stephanie Feeney building on work done by Phyllis Ida to support DOE special education preschools. Collaborative process led by Stephanie Feeney resulted in final draft <i>See minutes of 6/25 CDC meeting for list of ASK writers.</i>	HCF
	CDC Community Forums held statewide, coordinated by HAEYC chapters, to gather input on ASK and Career Lattice working documents. The ASK were well-received with the recommendation to show levels of expected practice. The Matrix was less well received. (See Carol Chang's Progress Report, November 1996.) A concern about a proposed Training Approval System surfaced in the forums as well.	HCF
	Professional and Career Education (PACE) begins on Hawai'i Island, through Hawai'i Community College.	HawCC
	Maui Accreditation Mentoring Project is launched. Mentors and director protégés are paired, with goal of having protégé's program accredited by NAEYC.	Maui County
	PATCH begins offering community based training state wide, funded through CCDBG.	CCDBG
1996-2001	UH Mānoa College of Education established elementary cohort program, creating challenges for students wishing to complete the 12-credit early childhood sequence. <i>See "The UH Manoa Graduate Program in Early Childhood Education" Stephanie Feeney, 2006</i>	UHM
1997	CDC continues with HAEYC as fiscal agent until July 1997. GBA became fiscal agent in August 1997. Under CDC, ASK document revised with input from community forums and to show expectations of levels practice for different levels of practitioners. ASK also developed for Family Child Care (FCC), Administrators, and Trainers ASK for center-based practitioners incorporated in higher education courses, HAEYC and PATCH non-credit workshops.	HCF

Year	Markers	Funding source
1997 cont'd	Castle Colleagues Director Training program started. Cohorts of early childhood administrators receive management training in 3 weekend intensive sessions. First cohort held in 1997, coordinated by Hawai'i Community Services Council. Sponsored by the Henry and Dorothy Castle Fund of the Samuel N and Mary Castle Foundation.	Samuel N and Mary Castle Foundation
	The UH Hilo College of Hawaiian Language, <i>Ka Haka 'Ula O Ke'elikōlani</i> , was established by the Hawai'i state legislature. The primary focus of the college is the provision, support and modeling of a full infant to doctoral system of high quality education taught through the Hawaiian language for Native Hawaiians with outreach to other indigenous peoples worldwide.	State
1998	CDC receives grant to complete and disseminate Career Lattice, Hawai'i's Guide to Workshops, Certificates, and Degrees, Career Paths brochure, research and design integrated personnel registry and training approval system.	Henry & Dorothy Castle Memorial Fund
	Teresa Vast hired as consultant by CDC to design a Personnel Registry and Training Approval System. As a result of her research, the Coalition agreed to abandon the matrix and reconstruct the Career Lattice (see minutes of 9/18 meeting).	HCF
	CDC chose a logo of crossed palm fronds representing the lattice concept. It was used on all documents and stationery until superseded by Hawaii Careers With Young Children (HCYC) in 2005. Crossed palm fronds logo still used in 2015.	
	Two publications from CDC: <ol style="list-style-type: none"> 1. <i>Career Paths in Early Care & Education</i> booklet. Delineates the differences between careers in the DOE and private sector ECE programs, outlines preparation pathways. 2. <i>Guide to Workshops, Courses, Credentials, Certificates and Degrees in Early Childhood</i>. Document listed all non-credit and credit courses and degrees offered in Hawai'i through Hawai'i-based organizations and higher education institutions. 	HCF

Year	Markers	Funding source
1998 cont'd	First <i>Building Bridges</i> Training of Trainers course held. Developed by HonCC, sponsored by HAEYC, funded by grant from state Department of Labor & Industrial Relations.	DLIR to HAEYC
1999	<i>Framework for Career Development in Early Care and Education</i> completed. See 1999 report from consultant Teresa Vast. The term “Framework” was chosen to acknowledge that the document does not tie levels of qualifications to specific roles. It was decided that this approach would allow employers and others to use the levels with their own job-related requirements. The <i>Framework</i> also recognized non-credit training for advancement in levels.	HCF
2000	Personnel Registry implemented by Good Beginnings Alliance with funding from DHS. Registry documents practitioner qualifications for child care program licensing purposes (mandatory for staff in licensed programs) and for the voluntary Framework. In the absence of a training approval system, practitioners are required to complete a Training Reflection to receive recognition of non-credit workshops for advancement in <i>Framework</i> levels. Initially administered by GBA, went to PATCH in 2006.	DHS to GBA DHS to PATCH (2006)
	T.E.A.C.H. scholarship program, based on North Carolina model, implemented by GBA. Discontinued in 2006.	GBA, Hawai'i Business Roundtable, DHS
	Maui Accreditation Mentor Project moves to HAEYC, becomes Hawai'i Early Childhood Accreditation Project (HECAP), utilizing facilitators instead of mentors.	KS to HAEYC
	Hawai'i Teacher Standards Board offers PreK-3 license and Early Childhood as an added field for the Elementary license. Average of 80/year added ECE field of P-3 from 2009-14.	
2001	<i>Hawai'i Careers with Young Children – Attitude, Skills and Knowledge For Early Care and Education Practitioners Center Based (Birth - 5 years old)</i> is published by HCYC (CDC) and domains used in voluntary part of the Registry and incorporated into UH community college coursework. Used at HAEYC conferences in presenter proposals and in program so participants could fill out reflection sheets for voluntary part of Registry.	HCF
2002	Director Credential feasibility study completed. Coordinated by Kia'i Ka 'Ike (Directors' Association) and CDC.	HCF

Year	Markers	Funding source
2003	ECE Masters degree established at UH Mānoa (4 cohorts complete, 5 th to begin summer 2015). Available state wide, online with summer residency at UHM.	UHM
2004	<i>“Who Cares for Hawai’i’s Keiki in Centers? The Hawai’i Early Childhood Workforce Study”</i> released by GBA (data collected in 2000). Summary of characteristics of the ECE center-based workforce in 2000.	Samuel N and Mary Castle Foundation, Watumull Foundation, Hawai’i Early Education Fund
	<i>Hawai’i Preschool Content Standards for 4-year-olds</i> accepted by Board of Education. Workshops held across the state on use of the HPCS. Used in DOE Special Education classrooms and in preschool classrooms with 4 year olds.	GBA
2005	Hawaii Career Development Coalition renamed Hawaii Careers With Young Children (HCYC).	
	Governor Lingle establishes Quality Care Project through Governor’s Early Childhood Education Initiative. Provides rewards and incentives to early childhood programs that have children enrolled who receive child care subsidy from the state (CCDBG funds). Programs were given awards for adopting the Hawai’i Preschool Content Standards and for providing professional development and continuing education support. Designed for group child care centers and family child care.	Governor’s office
	DOH Early Childhood Comprehensive Systems (ECCS) 2005-08 plan cites professional development efforts underway by HCYC, DHS, HAEYC.	ECCS (US Dept. of Health & Human Services grant to DOH)
2006	Act 151 Temporary Early Childhood Task Force Report to the Legislature recommends establishment of a Workforce and Professional Development Institute.	State
	ECE Associate in Science degrees aligned in UH Community Colleges (Hawai’i, Honolulu, Kaua’i, Maui). Includes 10 courses with common course numbers, descriptions, and course learning outcomes.	UHCC system

Year	Markers	Funding source
	UH-West O'ahu BA in Social Science with concentration in ECE established & articulated with CCs' AS degree, including the 10 courses that are articulated across the CCs. BA degree is non-licensure (does not qualify the candidate for teacher licensure through HTSB). Graduates work for Head Start, Kamehameha Preschools, and private preschools.	UHWO
	Act 259 Early Learning Educational Task Force is formed and begins work.	State
2007	Kamehameha Schools funds HCYC to facilitate the development and future implementation of a comprehensive early education and care workforce and professional development system for Hawai'i. GBA is fiscal agent. Organizational structure of Core Group, Steering Team and Work Teams established. Representation is from across the state. Melodie Vega is hired as facilitator. Phase 1 (2007-10) Work Teams are Common Core Competencies, Higher education, Update of staff licensing requirements, Trainer quality improvement, Cross-sector website, Financing the System.	KS
	UH Community Colleges (Hawai'i, Honolulu, Maui) develop ECE online courses that are accessible state wide with support from P3.	P3 (Kellogg)
2007-2011	Center on the Social Emotional Foundations for Early Learning (CSEFEL) training is brought to Hawai'i through DOH Early Childhood Comprehensive System (ECCS) grant. 18 coaches and over 200 practitioners are trained statewide. Partners include Community Pediatrics/Medical Home Works, DHS-Child Care, DOE, GBA, HAEYC, Kamehameha Schools, PATCH.	Federal Maternal & Child Health Bureau/Health Resources ECCS
2008	Act 259 Early Learning Educational Task Force proposed a 5 year plan to establish a comprehensive early system. Among critical first steps recommended was support for developing the workforce that would be needed in the early learning system. Three settings – group child care, family child care, and family-child interaction learning (FCIL) were included in the plan. No funding available from state for implementation.	State
	Act 14 established Early Learning Council. Bill was passed by legislature, vetoed by Gov. Lingle. The veto was overridden by legislature.	

Year	Markers	Funding source
2008 cont'd	Recommendations for changes to staff qualifications in DHS licensing solicited from HCYC. Workgroup headed by Julie Morita of DHS met 2008-09. The workgroup made recommendations with the intent of widening the pool of initially qualified people and with the assumption that a QRIS would be implemented so that staff would be encouraged to pursue professional development that would be recognized in QRIS. Recommendations were not implemented.	KS
	HCYC sends "State team" to NAEYC Professional Development Institute "State Team Day". A team is sent annually until 2014.	KS
2009	Kaulanakilohana, early childhood higher education collaborative, established as a subgroup of HCYC. Includes UH System and Chaminade University.	KS
	HCYC convened Practitioner Common Core Competencies work group to create document that would address competencies in all early childhood settings (became <i>E Mālama i Nā Keiki</i>).	KS
2010	HCYC: Professional Development System now identified as CANOES (Career Access and Navigation of Early Childhood Systems). Website is activated. PATCH renames Registry the "CANOES Registry."	KS
	Trainer application developed by HCYC workgroup. Piloted by HAEYC Hawai'i Early Childhood Accreditation Project (HECAP) facilitators and trainers, and by all PATCH trainers. Application revised in 2012. Database of trainers in HAEYC.	KS
	Articulation agreement between UH Mānoa College of Education & Maui College Human Services/ECE established. Similar agreement with HonCC completed in 2014. Acknowledges that those who have AS degree have the content knowledge in 4 courses at UHM COE, Early Childhood Specialization.	
	HCYC Phase 2 (2010-12) Work teams: Common Core Competencies alignment with professional development (credit and non-credit), Kaulanakilohana, Trainer Application pilot, Alternative pathways to staff licensing, Cross-sector website (Career pathways in four settings), Review/update Career lattice and Framework, Drafting of data agreements, Public Will campaign.	KS

Year	Markers	Funding source
2010-11	DHS tasks UH Center on the Family with designing and implementing a Quality Rating and Improvement System Pilot. Coaching for QRIS participants was part of the model. Pilot also used Classroom Assessment Scoring System (CLASS), Program Administration Scale (PAS) and Business Administration Scale for Family Child Care (BAS).	DHS (CCDBG)
2012	Executive Office on Early Learning (EOEL) established by Governor Abercrombie to design & implement an Early Learning System, including professional development. Executive Director is Terry Lock. HCYC facilitator manager takes position with EOEL. The Early Learning Council becomes the Early Learning Advisory Board (ELAB).	Governor and private funders.
	HCYC Phase 3 of (2012-14) work: Early Learning System endorsement of <i>E Mālama i Na Keiki</i> , Implementation of updated Career Lattice and Framework for use in Registry and QIRS, recommending implementation of revised licensing requirements, Kaulanakilohana, Develop plan to update, maintain, and evaluate CANOES website.	KS
	Hawai'i Early Learning and Development Standards (HELDS) is endorsed by Governor Abercrombie and EOEL.	Governor's office and P3.
	Coach Competencies completed for QRIS. 8 coaches trained and supported through end of pilot in 2014.	DHS (CCDBG)
	<i>E Mālama i Na Keiki - Essential Principles of Practice for Hawai'i's Early Childhood Professionals: A Framework to Inform Professional Development</i> is accepted by EOEL and limited number of printed copies made. PDF available on EOEL website. Developed over two years by large HCYC workgroup headed by Noelani Iokepa-Guerrero, includes stakeholders from four settings (group child care, family child care, family child interaction learning, and home visiting). Core competencies for practitioners. Distinct from ASK as it is broader, includes four settings, and has one level. Workgroup reviewed variety of resources, including ASKs.	KS, EOEL
	Trainer Handbook developed by HCYC work team available at HAEYC State conference in October.	KS, HAEYC

Year	Markers	Funding source
2013	HCYC hires Sheila Buyukacar as project manager.	KS
	CANOES website is inactivated as no support for website maintenance is available.	
	Revised <i>Framework</i> developed by HCYC workgroup in 2012 accepted by HCYC Core. Next step is to request formal review by DHS.	KS
	HTSB adds PKK field. 3 people added PKK to their teacher license. Average 80 per year add PK3 field to license since 2009.	
	QRIS pilot project ends in June 2014.	DHS
	Center for Early Education and Development (CEED) opens at KCAA Mother Rice site on King St. Features technology-enabled training room for up to 50 upstairs, demonstration preschool classroom downstairs.	Harry & Jeanette Weinberg Foundation and variety of other foundations and corporations.
	<i>Family Partnership Guidelines</i> is developed by subgroup of Action Strategies High Quality Early Learning Programs team.	Omidyar Foundation
2014	HCYC hires Donna Flores as project manager. Plans include completing <i>E Mālama</i> expansion, complete history of PD project, continue Continuous Quality Improvement efforts website update and reactivation (with plan for updating, maintenance, and evaluation), continue as advisory on professional development to EOEL and/or ELAB. Kaulanakilohana will continue to meet, funding not needed. Funding for HCYC ends 6/30/15.	KS
	Hawai'i DXP Data Summit <i>Linking Data to Hawai'i's Future</i> is focused on ECE. Consultant Nancy J Smith produces report on current status and recommendations.	P20
2015	Reauthorization of CCDBG (Nov. 2014) includes increased training requirements for license-exempt Family, Friend, Neighbor (FFN) caregivers who apply for child care subsidies. 70% of subsidies currently go to FFN care. Another requirement is annual professional development of staff in licensed programs. DHS holds discussion sessions in 2015 via polycom.	

Year	Markers	Funding source
2015 cont'd	<p><i>E Mālama i Na Keiki - Essential Principles of Practice for Hawai'i's Early Childhood Professionals: A Framework to Inform Professional Development</i> is expanded to include three levels of practitioners – beginning, intermediate and advanced. <i>Domains, Principles of Practice and Example Indicators</i> is added to the title. HCYC contracts with Mary Goya, who submits completed document in March 2015 with report on its development. In June 2015, HCYC Core group decides that original introduction and citations and workgroups should be added to the expanded document.</p>	KS
	<p>DHS, DOH Family Health Services Division, DOH Maternal & Child Health Home Visiting partners with HAEYC on annual state conference.</p>	HAEYC, DOH, DHS

PART II

Key documents developed in Hawai'i relating to Professional Development

Year	Document title (author and sponsor)	Summary
1988	<i>The Hawai'i Plan – Educational Excellence for the Pacific Era. Recommendations to the Hawai'i Business Roundtable.</i> (Berman, Paul, et.al. Known as “Berman Report”. Hawai'i Business Roundtable)	Presented plan for education reform in Hawai'i Preschool to Grade 12. First recommendation is to universalize early education (focused on preschool) through public/private partnerships. Recommended grants from state to public and private preschools and sliding fee scales for parents, upgraded certifications for preschool teachers.
1989	<i>State Child Care Needs Assessment</i> (Governor's Office of Children and Youth - OCY)	Found that low wages, lack of training opportunities and resources to pay for training affects quality and availability of child care.
1993	<i>Cost and Financing of Early Childhood Care/Education in Hawai'i – Preliminary Report on the Existing System</i> (For OCY in association with HCF and Hawai'i Business Roundtable.)	Examines capacity and funding issues. Recommends looking at staff turnover rates, which impact on capacity. Recruitment and retention of qualified staff include looking at compensation issue. Those qualified to teach in DOE are attracted there by salaries and work schedules.
1994	<i>Highlights of Early Childhood Education and Care in Hawai'i – A Summary Report from a Study Conducted by a Public-Private Partnership.</i> (Sponsored by Hawai'i Business Roundtable, HCF, OCY)	Provides summary of capacity and funding issues. Funding charts include column on “Professional Development”. Total known funding for PD was .6% of total funding for ECEC.

Year	Document title (author and sponsor)	Summary
1995	<i>Incremental Planning for Early Childhood Career Development in Hawai'i – Report from a Planning Clinic</i> (Linda Buck for Hawai'i Community Foundation)	Summary of work done since 1989, with proposed plan for future Career Development System.
	<i>Progress Report on Research and Design of An Early Childhood Practitioner Personnel Registry</i> (Teresa Vast for Hawai'i Community Foundation)	Literature review, interviews, summary of findings, implications for planning in Hawaii.
	<i>Research and Design of An Early Childhood Practitioner Personnel Registry</i> (Teresa Vast for Hawai'i Community Foundation)	Outlines objectives, key elements of personnel registry system based on a Career Lattice. Asks key questions, proposals to pilot the Registry were also included.
1996	<i>The Hawai'i Early Childhood Career Development System Initiative: The Early Childhood Career Lattice, A Progress Report</i> (Carol Chang, for Hawai'i Early Childhood Career Development Coalition)	Progress report on development of the Attitude, Skills, and Knowledge (ASK) document and Career Lattice. Includes state wide input and recommendations.
1997	<i>The Hawai'i Early Childhood Career Development System Initiative - A Final Report for the Period June 1, 1996 through April 30, 1997 – The Early Childhood Career Lattice</i> (Carol Chang for CDC)	Summarizes the Career Lattice project, which sought input and feedback state wide. Recommendations for long range plan include training approval mechanism, coordinated training deliver system, and training clearinghouse and pilot personnel registry.
	<i>The Hawai'i Early Care and Education Career Lattice. Prepared by the Hawaii Early Childhood Career Development Coalition</i> (Includes first implementation draft of ASKs for Family Child Care and 0-5 Center-Based Early Care & Education Practitioners)	Career Lattice for subsystems of practitioners (includes Center-based: further detailed in preschool and infant–toddler categories, Family Child Care, School Age Care); Trainers; and Administrators. Implementation drafts of leveled ASKs for Family Child Care and 0-5 Center-

Year	Document title (author and sponsor)	Summary
		Based Early Care & Education Practitioners.
1998	<i>Kumu Honua Mauli Ola - A Native Hawaiian Educational Philosophy Statement</i> (2009 – pdf document available from ‘Aha Pūnana Leo)	Foundational philosophy document that guides kumu (teachers) at Pūnana Leo (Hawaiian language immersion preschools) state wide.
1999	<i>A Design and Plan for Trainer and Training Approval and a Practitioner Registry</i> (Teresa Vast, for Hawai‘i Early Childhood Career Development Coalition)	Outlines Trainer Approval, Training Approval, and Practitioner Registry. ASKs and Career Lattice are needed as cornerstones of the systems.
2000	<i>Framework for Early Care and Education Practitioners</i> (CDC - Henry and Dorothy Castle Memorial Fund)	Document that showed levels according to education and experience. Showed college credits and clock hours. Used in voluntary part of Personnel <i>Registry</i> .
	<i>Career Paths in Early Care and Education</i> (CDC – now using “Hawai‘i Careers with Young Children” and crossed palm fronds logo. Henry and Dorothy Castle Memorial Fund)	Booklet that gave job titles, roles, and suggested education and training needed.
	<i>Hawai‘i’s Guide to Workshops, Certificates and Degrees in Early Care and Education</i> (CDC - Henry and Dorothy Castle Memorial Fund)	Document that listed all ECE community based training and degrees in Hawai‘i.
	<i>HCYC Attitude, Skills, and Knowledge For Early Care and Education Practitioners Center Based (Birth - 5 years old).</i> (CDC)	Updated with HCYC logo on cover. Available in pdf format. HAEYC and PATCH use the content areas in conference, seminar, and workshops to track training in voluntary part of <i>Registry</i> .
2002	<i>Taking the Lead Hawai‘i: Director Credential feasibility study completed.</i> (Melodie Vega, coordinated by Kia‘i Ka ‘Ike - Directors’ Association and CDC)	Review of literature and interviews, with recommendations. Study found there is a potential market for a Director’s Credential, recommended discussion with DHS on director

Year	Document title (author and sponsor)	Summary
2002 cont'd		qualifications (which are lower than teacher qualifications for ECE knowledge), as well as continued work on career development system, articulation between community-based and higher education institutions, expanding on Castle Colleagues director training.
2003	<i>Hawai'i Careers with Young Children- Training Quality Assurance System: Training Clearinghouse</i> (Facilitated by Melodie Vega & Coreen Lee. Representatives from PATCH, DHS, HAEYC, GBA.)	Plan to develop a web-based Training Clearinghouse (calendar), goal of full implementation June 2004.
	<i>Financing Strategies to Support a Coherent Early Care and Education System in Hawai'i</i> (Teresa Vast for HCF)	Gives promising financing strategies for early childhood care and education system in Hawai'i.
2004	<i>Who cares for Hawaii's Keiki in centers?: The Hawaii Early Childhood Workforce Study</i> (GBA, funded by Samuel N and Mary Castle Foundation, Watumull Foundation, Hawai'i Early Education Fund)	A summary of findings from Hawaii's first comprehensive study on staff credentials, compensation, and turnover amongst the state's child care workforce, based on a survey of 113 programs from 223 sites across Hawai'i. Recommendations include "Improve staff qualifications, increase compensation and reduce turnover, and support workforce development efforts."
	<i>Hawai'i Preschool Content Standards - Curriculum Framework for Programs for Four-year-olds.</i> (Hawai'i Good Beginnings Interdepartmental Council School Readiness Task Force)	Document for curriculum content for programs for 4 year olds, aligned with DOE general learning outcomes (GLOs) and Hawai'i Content and Performance Standards. Accepted by state Board of Education in 2004.

Year	Document title (author and sponsor)	Summary
		Revised in 2006 to align with 2006 DOE GLOs and HCPS III.
2005	<i>Temporary Early Childhood Education Task Force – Report to the 2006 Hawai'i State Legislature.</i> (Hawai'i Educational Policy Center)	Report included recommendation for establishment of Workforce and Development Institute for Early Childhood Education under the Early Learning Authority.
2006	<i>Family-Child Interaction Learning Programs – A Culturally Responsive Early Learning Option for Families with Young Children. Guiding Principles and Standards for Program Development, Planning, and Implementation</i> (‘Eleu, Facilitated by Melodie Naluai Vega. Partners: INPEACE, KOKA, PID Tutu and Me & Nā Pono No Nā ‘Ohana Family Education, Nā Kamalei KEEP, GBA)	Document establishing Standards for Family Child Interaction Learning (FCIL) programs. Includes “Guiding Principle 7: A trained and qualified staffing team is vital to the effectiveness of the program.”
2007	<i>Hawaii Careers with Young Children: A Workforce and Professional Development System Building Collaboration Policies, Agreements, and Procedures</i> (Melodie Naluai-Vega for HCYC)	Manual for functioning of HCYC. Updated in 2012.
2008	<i>Act 259 Report to the 2008 State Legislature</i> (Early Learning Educational Task Force)	Proposed 5 year plan for a comprehensive and sustainable early learning system created by Early Learning Educational Task Force. Included recommendations for teacher qualifications, recruiting and retaining qualified staff using scholarships and accessibility to courses needed. Also recommended “Community-Based Workforce and Resource Training Centers” that would be local hubs with a coordinator, and/or recruiter, and career counselor. Hubs would work with DHS, DOE, Head Start, public and

Year	Document title (author and sponsor)	Summary
2008 cont'd		private University systems, private community-based training and resource organizations, programs, and agencies.
	<i>The Economic Benefits of Investments in Early Education for Hawai'i</i> (Dr. Clive Belfield for GBA, funded by Harold K.L. Castle Foundation, Kellogg Foundation, DHS)	Based on Act 259 10-year plan, study projected social and fiscal benefits at full implementation. Projected \$4.20 return on every \$1 invested in quality early education.
2010	<i>Trainer application</i> (HCYC workgroup, piloted by HAEYC and PATCH)	Trainer application developed and piloted with HAEYC Hawai'i Early Childhood Accreditation Project (HECAP) trainers and facilitators and with all PATCH trainers. Database at HAEYC. Revised in 2012.
	<i>Learning to Grow – Developmental Guidelines and Early Learning Activities for Young Preschoolers</i> (Center on the Family, UH Mānoa for DHS)	Includes developmental guidelines for children up to 48 months, hallmarks of learning, and early learning activities.
2012	<i>E Mālama i Nā Keiki - Essential Principles of Practice for Hawai'i's Early Childhood Professionals: A Framework to Inform Professional Development</i> (HCYC)	Developed by large stakeholder group that included four settings: center-based, family child care, family child interaction learning, and home visitation. Framework for adults that are across all four settings.
	<i>QIRS Coaches Handbook</i> (QIRS – Quality Improvement and Rating Scale pilot)	Handbook for 8 coaches in QIRS pilot project 2012-2014.
	<i>Hawai'i Early Learning and Development Standards - HELDS</i> (P3 and Executive Office on Early Learning)	Learning and development standards up to Kindergarten entry, aligned with Common Core in KE column when appropriate.

Year	Document title (author and sponsor)	Summary
2012 cont'd	<i>Professional Recognition Systems: Landscapes of Credentialing and/or Licensure</i> (Allison Henward and Jeanne Iorio for Kaulanakilohana and HCYC)	Survey of different state and national models for professional recognition in early childhood. Five recommendations made to HCYC from Kaulanakilohana as a result of this paper. One of the recommendations is that a history documenting professional recognition be created.
2014	<i>Hawai'i P20 – Early Childhood Data Governance</i> (Nancy J Smith for P20 DXP)	Report covering the needs assessment process for early childhood data and recommendations for moving forward.
	<i>DATA GOVERNANCE - Hawai'i Early Childhood Data Sharing</i> (Nancy J Smith for P20 DXP)	Powerpoint from final meeting with consultant. Outlines what has been uncovered, questions that remain, potential next steps.
2015	<i>E Mālama i Nā Keiki - Essential Principles of Practice for Hawai'i's Early Childhood Professionals – 2015.</i> (Mary Goya for HCYC)	<i>A Framework to Inform Professional Development</i> (HCYC) is enhanced by adding levels – beginner, intermediate and advanced practitioners. Documentation of process also submitted with the finished product. In June 2015 HCYC Steering decides to add Introduction and other relevant parts from 2012 version to 2015 version to preserve context. Next step would be submission to EOEL (or ELAB?), who would submit to Attorney General for review before acceptance.

Year	Document title (author and sponsor)	Summary
2015 cont'd	<p><i>Summary of Hawai'i's Sustainability Proposal on Early Childhood Assessment</i> (For Policy Academy <i>Building a Foundation for Student Success: State Strategies to Improve Learning Outcomes from Early Childhood through 3rd Grade</i>. Funded by Alliance for Early Success, Heising-Simons Foundation, Robert R. McCormick Foundation, David & Lucile Packard Foundation to National Governors Association - NGA - Center for Best Practices)</p>	<p>Summary of policy academy's work from July 2013 to September 2014. Includes recommendations on professional development for improve P-3 assessment practices.</p>
	<p><i>Preparation in Assessment for Early Childhood Educators in Hawai'i: Report to the Hawai'i State Executive Office on Early Learning</i> (part of the policy academy work) Lois Yamauchi</p>	<p>Results of 2014 baseline study of 13 higher education early education programs, from associate's to master's degrees. Surveyed what is taught about assessment. Recommendations include specific professional development topics that were requested by faculty and program coordinators.</p>

Part III
 Summary of progress towards developing an integrated professional development system using
 NAEYC *Workforce Designs Blueprint*
 June 2015

Policy Area	Accomplished	Progressing	Questions to be answered or still to be developed:
Career Pathways	<ul style="list-style-type: none"> - <i>Framework for Early Care and Education Practitioners</i> has been in use in voluntary part of <i>CANOES Registry</i> since 2000. Revised <i>Framework</i> completed by HCYC subcommittee. - <i>Career Paths in Early Care and Education</i> booklet was completed in 2000. Updated “Jobs and Roles” linked to revised <i>Framework</i> completed by HCYC subcommittee. 	<ul style="list-style-type: none"> - Revised <i>Framework for Early Care and Education Practitioners</i> completed, accepted by HCYC Core Group, needs to be formally presented to DHS for review and implementation. - Career lattice (HCYC Jobs and Roles document) completed by workgroup, needs to be put on website. 	<ul style="list-style-type: none"> - Are credentials earned in one sector accepted by other sectors? - Where will information on career pathways reside?
Systems alignment	<ul style="list-style-type: none"> - QRIS pilot was completed. No implementation planned. 	<ul style="list-style-type: none"> - Some training is shared across sectors. - Technical assistance – coaches, mentors, consultants, academic advisors, on-site trainers- available in some sectors and programs (Hawai’i Early Childhood 	<ul style="list-style-type: none"> - Will there be a QRIS? Will it be available to all sectors? - Need central training calendar with all PD opportunities listed and continually updated.

Policy Area	Accomplished	Progressing	Questions to be answered or still to be developed:
Systems alignment cont'd		Accreditation Project, Head Start, Kamehameha Preschools, higher education, in various private ECE programs.	- Technical assistance for all sectors needs to be developed and funded.
Financing	- Funding has been available through a variety of foundations and state and county agencies. Much of the funding has been used for planning and development.	<ul style="list-style-type: none"> - Some scholarships available in higher education institutions, some available for conferences. - Voluntary part of <i>CANOES Registry</i> acknowledges participants' completion of professional development. - HCYC workgroup started on compensation scale. 	<ul style="list-style-type: none"> - Where will sustained funding for implementation come from (must include compensation incentives)? - Do all sectors support evaluation of the system? - Do all sectors provide the workforce with scholarships, incentives, and rewards for participation in professional development?
Cross Sector Professional Development Advisory Committee	- HCYC has functioned as early childhood committee. All sectors have been invited to participate since 2007.	- Active participants in HCYC include DHS, DOH, HAEYC, PATCH, Kaulanakilohana, 'Eleu, Counties. Only Steering Committee has met in 2015.	- How to continue and sustain the cross-sector PD work of HCYC?

Policy Area	Accomplished	Progressing	Questions to be answered or still to be developed:
Cross sector cont'd	<ul style="list-style-type: none"> - DOH's Early Childhood Comprehensive Systems has provided information and activities for DOH related PD. 	<ul style="list-style-type: none"> - Sectors that have been consistently invited to HCYC but not actively participated include Kamehameha, Hawai'i Association of Independent Schools (HAIS). DOE participated when there was an ECE Coordinator, and Section 619 has participated. 	<ul style="list-style-type: none"> - Representation from the DOE preschool (implemented 2014-15), Kamehameha, HAIS?
Core Knowledge and Competencies	<ul style="list-style-type: none"> - <i>Attitude, Skills, and Knowledge For Early Care and Education Practitioners Center Based (Birth - 5 years old)</i> published in 2000 and the content areas are used in voluntary part of <i>CANOES Registry</i> to track training. - ASK documents for Family Child Care, Trainers, and Administrators were completed but not implemented in the <i>Registry</i>. - <i>E Mālama i Nā Keiki - Essential Principles of Practice for Hawai'i's Early Childhood Professionals: A Framework to</i> 	<ul style="list-style-type: none"> - Revised <i>E Mālama i Nā Keiki - Essential Principles of Practice for Hawai'i's Early Childhood Professionals: A Framework to Inform Professional Development</i> needs to be completed, adding important context information from original document, then submitted for acceptance to EOEL? ELAB? DHS? All of the above? - Once <i>E Mālama</i> is accepted, implementation in the 	<ul style="list-style-type: none"> - Need to clarify procedure for approval/acceptance of revised <i>E Mālama</i>. - Once approved/accepted, <i>E Mālama</i> domains need to be incorporated into <i>CANOES Registry</i> and into trainer and training documents. - Will there be a training module on <i>E Mālama</i> for all sectors? - How will higher education utilize <i>E Mālama</i>?

Policy Area	Accomplished	Progressing	Questions to be answered or still to be developed:
Core Knowledge cont'd	<i>Inform Professional Development</i> published in 2012. Revised version with levels completed 2015. Development took two years, involved stakeholders from 4 settings. Shared with Kaulanakilohana.	system is needed.	
Registry	- <i>Registry</i> implemented in 2000, name changed to <i>CANOES Registry</i> in 2010. Section that relates to DHS qualifications for staff is required for all staff working in licensed programs. Voluntary section tracks training using the ASK content areas.	- Once procedure for accepting <i>E Mālama</i> is determined and implemented, ASK content areas would change to <i>E Mālama</i> domains.	<ul style="list-style-type: none"> - Should the <i>CANOES Registry</i> be expanded to include all sectors? - Should all sectors be mandated to use the <i>CANOES Registry</i>? - If all sectors will use <i>CANOES Registry</i>, will the data be shared?
Quality Assurance	- Pilot Trainer application launched in 2010 with HECAP facilitators and PATCH trainers. Application revised 2012. Database of trainers housed at HAEYC.	- Revised trainer application needs to be distributed.	<ul style="list-style-type: none"> - Where should trainer database reside? - Need training approval system. - Need to work on technical assistance system. Application, database, pathways, etc. See ECWSI Policy Advocacy Tool of NAEYC, 2012.

PART IV
Proposed plan for full history of Professional Development in Hawai'i

An expanded history of professional development in Hawai'i should include:

- Context of the various times that includes political, social, and economic perspectives.
- Key documents scanned and organized digitally.
- Interviews with key informants (list follows).
- Feedback loops with key informants to assure accuracy.

Key informants (emails current 6/30/15)

Name	Email	Experience/expertise
Bonacorsi, Kaina	Kaina.Bonacorsi@co.maui.hi.us	Maui County Early Childhood Resource Coordinator since 2007. Engaged in HCYC, Action Strategies.
Buck, Linda	lbuck@hawaii.edu	Engaged in PD efforts since late 1980s. Original convener of Kaulanakilohana.
Castle, Al	snandmarycastle@hawaii.rr.com	Executive Director of Samuel N. and Mary Castle Foundation, which has funded many quality improvement efforts.
Chun, Liz	lizchun@hawaii.rr.com	First CCDBG block grant coordinator in OCY, GBA Executive Director until 2012.
Cox, Christina	ccox@kcaapreschools.org	President of KCAA since 2000. Coordinating fund raising and building of CEED. Has been engaged in quality improvement and system work since 1990s.
Dudock, Jackie	jdudock@gmail.com	Was at OCY, created videos re: early childhood education in 1980s and in 2000s.
Fahey, Mike	mikefaheygba@aol.com	Former state 619 Coordinator for DOE, former HAEYC president, currently at GBA. Has coordinated HAEYC conferences, engaged in early intervention and Special Education initiatives and groups.
Feeney, Stephanie	SFeeneyOR@gmail.com	Established UH Mānoa Master's in ECE, and ECE courses and tracks at UHM. Active in CDC.

Name	Email	Experience/expertise
Iokepa-Guerrero, Noelani	bjiokepa@hawaii.edu	Associate professor at UH Hilo Ka Haka 'Ula O Ke'elikōlani, convener of stakeholder group that created <i>E Malama</i> .
Jackson, Chris	chrisjacksonhi@yahoo.com	Most recently Head Start Collaboration Office in EOEL. Has been involved in CDC/HCYC efforts since 1990s.
Lock, Terry	locktf@hawaii.edu	Maui County Early Childhood Coordinator in late 90s-early 2000s, headed ECE at Kamehameha, first EOEL Executive Director, now at UH Mānoa. Involved in PD in various capacities.
Mitrano, Tom	tom@mitrano.com	Facilitator of Act 259 Task Force, also facilitated HCYC meetings. Long history with ECE.
Murphy, Kathy	kmurphy@hawaiiayec.org	Executive Director of HAEYC since 1999, co-chair Act 259 Task Force and co-chair or member of numerous HCYC subcommittees. Coordinates annual HAEYC 2-day conference, oversees neighbor island chapters.
Perry, Lora	lperry@pidfoundation.org	Director of Nā Pono No Nā 'Ohana at Partners in Development. Active member of HCYC until 2012, representing 'Eleu.
Peters, Anna	anna_peters17@yahoo.com	Kaua'i Coordinator for GBA in 1990s until 2012. Still engaged in HCYC.
Thomas, Angela	athomas@fofhawaii.org	Hawai'i Island Coordinator for GBA until 2012.
Vast, Teresa	tvast@hawaii.rr.com	Wrote several reports for CDC, also consulted for EOEL.
Vega, Melodie	melodie_vega@hotmail.com	HCYC facilitator 2007-2012. Also wrote documents for CDS.
Watanabe, Brenda	bwatanabe@patch-hi.org	PATCH Professional Development Manager. Engaged in HCYC since 2007, co-chaired work groups.
Weisenfeld, GG	ggweisenfeld@gmail.com	EOEL Executive Director 2013-14, also wrote study for Kaulanakilohana on alternative licensing pathways.
Yamashita, Elaine	yamash@hawaii.edu	Involved in PD since late 90s. Current convener of Kaulanakilohana.

Works Cited Beyond Key Documents

Lemoine, S. (2008). *Workforce Designs - A Policy Blueprint for State Early Childhood Professional Development Systems*. National Association for the Education of Young Children, Public Policy. Washington, D.C.: NAEYC.