

## Recruitment and Retention of Personnel Serving Young Children with Disabilities: Ongoing Professional Learning and Practice-Based Opportunities



For more, visit <https://ectacenter.org/topics/personnel/recruitment.asp>

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### Professional development is critical for new and experienced early intervention (EI) and early childhood special education (ECSE) providers.



High-quality professional development opportunities ensure professionals receive ongoing training to maintain/extend existing skills and knowledge, with a focus on evidence-based practice (EBP) and adult learning principles.

The goal is to provide those already working in the EI/ECSE field with professional development (PD) to help upskill, promote, and retain an existing workforce. Several strategies can help achieve this. They include:

- relationship-based PD that combines training or coursework with coaching or technical assistance (TA);
- competency-based coursework;
- credentialing, that includes micro-credentials and digital badging;  
*and*
- ongoing training related to inclusive practices.

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### Strategies used across the U.S. include:



California's [Educator Effectiveness Program](#) provides funds for professional learning to county offices of education, school districts, charter schools, and state special schools and promotes educator equity, quality, and effectiveness.



Illinois' [Early Intervention Training Program \(EITP\)](#) provides training opportunities for EI professionals through a system that is regionalized, responsive, and reflective of best practices and promotes growth, service, and belonging.



The [Kansas Inservice Training System \(KITS\)](#) provides PD through training activities and individualized TA to all Kansas Part C providers through a model based on intensity of support.



The University of Texas [Children's Learning Institute \(CLI\) Engage Initiative](#) implements a system for early childhood specialists to earn micro-credentials as part of an early childhood competency framework.



Virginia's [Early Intervention Professional Development Center](#) provides coordination and oversight of its comprehensive system of personnel development (CSPD) for early interventionists who provide support and services for infants and toddlers with developmental delays and disabilities and their families.

The ECTA Center is a program of the FPG Child Development Institute of the University of North Carolina at Chapel Hill, funded through cooperative agreement number H326P220002 from the Office of Special Education Programs, U.S. Department of Education. Opinions expressed herein do not necessarily represent the Department of Education's position or policy.

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Office of Special Education Programs  
U.S. Department of Education