COMPREHENSIVE SYSTEM OF PERSONNEL DEVELOPMENT
Strategic Plan
FFY 2009-10

Components	**Implementation Objectives**	**Outcomes**	**Avenues for Implementation**	**Long Term Objectives**
Pre-service training	To provide course content needed for students to implement best practice in early intervention service provision for infants and toddlers with disabilities and their families. To provide high quality practicum experiences for students.	Students have competencies needed for working in Colorado's system of early intervention	State community colleges, public and private universities and colleges. Web-based training Parents as co-teachers Increase statewide practicum options for home-based intervention with supervision	Families have increased confidence and competence in supporting the development of their child. Children are supported in accessing developmental learning opportunities within their family and community routines and activities Children successfully transition to appropriate supports and services at or before three years of age.
In-service training	To provide core training sessions on service coordination competencies	Professionals have the knowledge skills, and abilities to	Mandatory state-sponsored training	*Same as above*

	and IFSP development. To provide access to training curriculum across the state. To provide relevant training to personnel with varying levels of experience. To provide training based on community need. To assist communities in implementing Part C. To provide training for early intervention administrators To provide training specifically for providers of early intervention services on evidenced-based practices To provide training for data and billing managers	implement federal and state early intervention policies and procedures. Professionals have the knowledge, skills and abilities to implement research-based recommended practices for working with infants and toddlers and their families	Participation in statewide and community-based training opportunities Web-based training	

Technical Assistance	To provide ongoing resources and support to professionals and families regarding implementing early intervention services	Professionals have access to policies, information, current research, and recommended practices.	Individualized technical assistance through personal, electronic or phone consultation Technical Assistance briefs and information on website Printed materials Videos Email and listservs Distribution at conferences and training sessions Distribution through statewide agencies focused on early childhood	*Same as above*

COMPREHENSIVE SYSTEM OF PERSONNEL DEVELOPMENT
Activities Funded Through the FY 2009-10 Part C Grant

State Leadership

SpecialQuest

State-level, cross agency planning process to develop a coordinated early childhood professional development system for increasing the inclusive early intervention opportunities for infants and toddlers and their families in the state, fostering strong partnerships with families, and collaborating with existing state initiatives to support evidence-based practices among early intervention providers working within early care and education settings.

Preservice

Co-TOP*EIS Project

To develop and implement a statewide system of training to prepare paraprofessionals for their roles in the delivery of early intervention services and to train early intervention professionals to effectively train and supervise paraprofessionals in three to four communities in FY 2009-10.

Inservice

Service Coordination Core Training

Required training for all Early Intervention/Part C Coordinators and Service Coordinators, it is also recommended for anyone wanting to gain a more comprehensive knowledge of Colorado's system of early intervention supports and services. Topics covered include:

- Part C of the Individuals with Disabilities Education Act,
- Roles and Responsibilities of Service Coordinators,
- The IFSP Process: First Steps through Transition,
- Colorado's Service and Early Intervention System, and
- Communication, Teaming and Building Relationships.

IFSP

Required training for all Early Intervention Coordinators/Directors and Service Coordinators. Other suggested participants are: Early Childhood Assessment Team members, Early Interventionists, Local Interagency Coordinating Council members and community partners. Topics covered are:

- Learning About the Child & Family
- The Routines-Based Interview

- Developing the Plan of Action
- Supports and Services

Transdisciplinary Primary Service Provider Model

Early Intervention Colorado (EI Colorado), through a contract with JFK Partners, will provide training on best practices in multidisciplinary teaming and the transdisciplinary primary service provider model.

Procedural Safeguards

Training is provided that addresses the requirement under Part C of the Individuals with Disabilities Education Act that all public agencies and entities providing supports and services to infants and toddlers with significant developmental delays and their families are responsible for ensuring that families understand their rights. This training provides information on the following:

- Procedural safeguards included in Part C of IDEA
- When parents should be notified of these rights
- Roles and responsibilities of service coordinators in assuring family entitlements, and
- Ways to ensure the explanation of rights is understandable for families.

Results Matter (AEPS)

Sponsored by EI Colorado Results Matter training will be available to build the capacity of local Community Centered Boards to provide training on the AEPS and other approved tools. EI Colorado, through a contract with JFK Partners, will provide training and technical assistance documents for use in the implementation of Results Matter that can be accessed through multiple formats (web-based, group training, team consultation, individual reflective supervision, etc.) to:

- Address the use of ongoing assessment information to inform intervention and IFSP development and pilot each method in various locations across the state
- Provide technical assistance via onsite visits and web-based connections to at least six CCBs experiencing difficulty in implementing ongoing assessment for measurement of child outcomes, and
- Provide regional introductory trainings on the use of the Assessment, Evaluation, and Programming System (AEPS) for new providers across the state.

Early Intervention Coordinators Leadership and Supervisory Training

Early Intervention Coordinators will be supported to ensure they have the knowledge and skills to effectively manage local programs and provide general supervision and program oversight.

Assistive Technology Specialist Training and Technical Assistance

Contractor Assistive Technology Partners will provide ongoing just-in-time training and support to thirty-four (34) early intervention assistive technology specialists throughout the State. This training will include mentoring for early intervention AT specialists. It will include technical assistance via phone and email support as well as training resources. Mentoring will be provided to early intervention providers as requested to address areas of training needs as they arise.

Technical Assistance Briefs

PEAK, with funding from EI Colorado, will develop four technical assistance briefs targeting parents and legal guardians. The briefs shall address the following topics:

- Working Together to Resolve Disagreements - The importance of working collaboratively to solve problems. Brief to include tips and strategies to help families develop effective communication styles, listening skills, and conflict resolution techniques.
- Making Sense of Dispute Resolution - A supplementary document that will provide families with a more in depth understanding of the dispute resolution process included in the IDEA, Part C law and regulations. Brief mustbe consistent with the *Family Rights: Notice of Child and Family Rights and Procedural Safeguards in the Early Intervention Colorado System* brochure.
- Advocacy 101 –The benefits of parent/professional partnerships and positive, assertive advocacy strategies, including strategies to address the implementation of the Individualized Family Service Plan (IFSP).
- Transition from Early Intervention Services to Preschool Services - Various educational options available to children after age 3 will be discussed and information given on making a smooth transition from IFSP services to IEP services.

Additional Technical Assistance

Multiple methods are used to provide resources and support to the early intervention system that include the following:

- Directives
- FAQ and Information Brief documents
- Technical assistance webinars, and
- Individualized technical assistance from state and contract staff, including support for primary referral sources