CREATING A COLLABORATIVE ARIZONA PD PATH

Lauren Zbyszinski
ACCOMPLISHMENTS

- Created PD Task Force with leadership representation from:
  - 5 state agencies
  - 3 external partners
- Task Force has set calendar meetings to occur on a monthly basis.
- Leadership is beginning to reflect support (incorporating Task Force PD work into their agency projects)*
  - DHS- ECPC
  - FTF- Workforce Registry
  - ReadOn Arizona- Lectio Tool
  - Interagency ADE- K-12, Exceptional Student Services, OELAS
  - KDI
- Scope of work has been created, and step one currently underway*

*Evidence to support work is being achieved
SCAPE OF WORK

Creating a climate for change

1. Create urgency
2. Create a coalition
3. Develop a vision and strategy
4. Communicate the vision
5. Empower action
6. Get quick wins
7. Leverage wins to drive change
8. Embed in culture

Engaging and enabling the whole organization

RBA: The Why
SWOT Analysis
Aligning work

*The 8-Step Process for Leading Change – Dr. John Kotter*
LEARNING CURVE OF LEADERSHIP SKILLS

What Did I Learn:

► Always return to your vision and mission….it’s about the results…

   *The Why!*

► Organizing the Resources- work plans

► Accountability Pathway- clear in commitments of work plans

Still Need to Refine:

► Theory of X,Y, Z
► Total Quality Management
### WHAT'S NEXT...

Arizona Early Learning Standards Module Professional Development

Opportunities through Arizona Department of Education

**Introduction Series: Tier I**

<table>
<thead>
<tr>
<th>Arizona Early Learning Standards</th>
<th>Toddler Development Guidelines</th>
<th>High Quality Early Education: Birth through Kindergarten</th>
<th>Childhood Assessment System</th>
<th>Early Childhood Quality Improvement Process (ECQUIP)</th>
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</thead>
<tbody>
<tr>
<td>Introduction to the Arizona Early Learning Standards 2 hours</td>
<td>Introduction to Arizona's Infant and Toddler Developmental Guidelines 2 hours</td>
<td>Introduction to the Program Guidelines for High Quality Early Education: Birth through Kindergarten 2 hours</td>
<td>Introduction to the Early Childhood Assessment System 2 hours</td>
<td>Introduction to ECQUIP 2 hours</td>
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| Early Childhood Education and Arizona’s Common Core Standards 2 hours | | | | |

**AZELS Module and ITDG Domain Series: Tier II**

<table>
<thead>
<tr>
<th>Social Emotional</th>
<th>Approaches to Learning</th>
<th>Language and Literacy</th>
<th>Physical Development</th>
<th>Health and Safety</th>
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</thead>
<tbody>
<tr>
<td>AZELS Social Emotional 4 hours</td>
<td>AZELS Approaches to Learning 4 hours</td>
<td>AZELS Language and Literacy 4 hours</td>
<td>AZELS Science 4 hours</td>
<td>AZELS Social Studies 4 hours</td>
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<td>AZELS Physical Development, Health and Safety 4 hours</td>
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<td>AZELS Fine Arts 4 hours</td>
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**Workforce Competency Level 1**

**Workforce Competency Level 2 and 3**