

In-Service Training Framework: Background

Early Support for Infants and Toddlers (ESIT)

Purpose

The Early Support for Infants and Toddlers (ESIT) program at the Washington State Department of Children, Youth, and Families (DCYF) offers a series of professional development training programs for ESIT professionals across the state. This Practice Guide will outline the general framework of the overall program as a critical component of the overall ESIT Comprehensive System of Personnel Development (CSPD).

Overview and Components of the CSPD

The CSPD is a framework to improve the quantity, quality, and effectiveness of the ESIT workforce who provide early support services to facilitate the development and learning of infants and young children with disabilities and their families. ([Early Childhood Personnel Center](#)).

The CSPD includes five main components, with an overall evaluation plan to measure impact and effectiveness. These components are:

- 1) Leadership, Coordination, and Sustainability
- 2) In-Service Training
- 3) Pre-Service Training
- 4) Recruitment and Retention
- 5) Personnel Standards

Development of the CSPD

The first step in creating Washington's CSPD was to identify our system's core values, or shared beliefs, and create the foundation of building and sustaining a quality workforce in our ESIT system. After multiple discussions with critical partners statewide, including the State Interagency Coordinating Council's (SICC's) committee on Personnel and Training, five core values were identified. These core values include:

- 1) Diversity and Equity
The ESIT Workforce is comprised of diverse backgrounds and experiences and strives to be representative of the community we serve.
- 2) Professional Knowledge and Discipline Expertise
The ESIT Workforce maintains the highest professional standards of knowledge, skills, and competencies across the early childhood workforce and all disciplines represented.
- 3) Continuous Learning Growth Mindset
The ESIT Workforce is committed to a collective and reflective growth mindset of continuous learning as we support caregivers who are also on their own learning

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journey.

4) Infant Family Relational Health

The ESIT Workforce holds caregiver and child foundational relationships as the stability and support needed for all learning and assumes caregiver competence while empowering families in their critical role in their child’s healthy development.

5) Community Partnerships

The ESIT Workforce actively holds collaborative consultation with local, regional, and statewide community partners that are essential for building and sustaining a comprehensive system of services to support families and children.

ESIT’s CSPD vision statement identifies the overall goal for the ESIT workforce on who we strive to be.

ESIT is comprised of a high-quality workforce that upholds the unique value and dignity of each child and family through trusting relationships as we provide strengths-based, family-centered, culturally, and linguistically responsive services using self-reflection, cultural humility, and evidence based best practices.

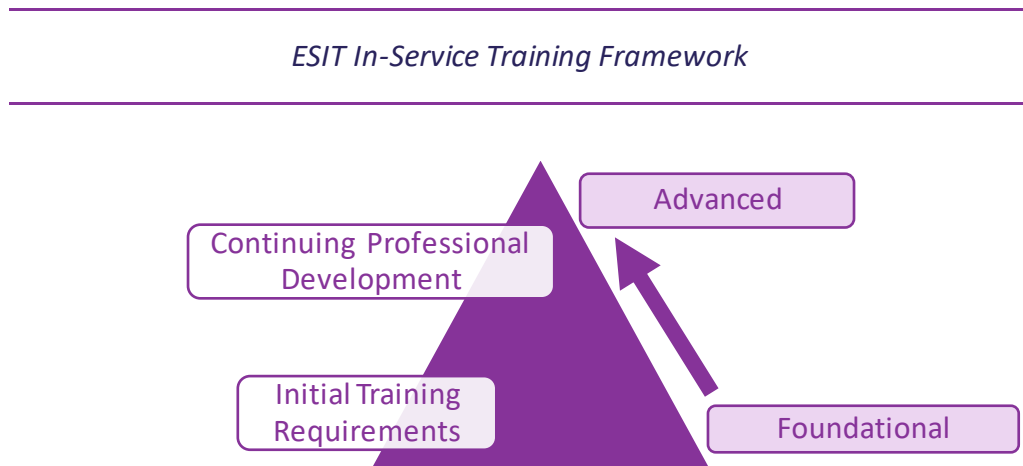
Washington State’s CSPD is currently being developed into a formal plan. Many activities are ongoing as ESIT embraces the goal of the CSPD through the Theory of Change model illustrated by the graphic below. The Theory of Change model indicates that if the State of Washington has a high quality, effective, and sustainable CSPD, our system will have a workforce of professionals with the knowledge, skills, and competencies to provide quality and effective services to our children and families, who will have improved outcomes and an overall increased sense of wellbeing.



ESIT In-Service Training Framework

The ESIT In-Service Training Framework is set within the In-Service component of the CSPD and is comprised of the Initial Training Requirements and Continuing Professional Development (PD). This framework allows for a continuum of training opportunities, from foundational to

advanced, to meet the unique professional development needs of our diverse workforce. The graphic below shows the initial training requirements are the foundation and the continuing PD component includes a spectrum of opportunities. These opportunities are available at a beginner level to advanced level which allows for flexibility and individualization within our diverse ESIT workforce.



Initial Training Requirements

The **Initial Training Requirement** series is considered the foundational level of information for all disciplines in our system. This standard level of information is important for a consistent and equitable level of service delivery across our broad state with diverse models and provider agencies. The series of foundational trainings is comprised of **two steps** which must be completed sequentially. The Initial Training Requirement courses are accessed through the [DCYF Training Portal](#).

All ESIT Professionals hired or contracted after July 1, 2021, are required to complete the series.

Consult the [2023-24 Initial Training Requirements](#) guidance document for more details.

Step 1: Self-Paced Recorded Modules (Asynchronous)

The asynchronous portion is a series of self-paced recorded modules available online within the DCYF Training Portal.

- ESIT Introductory Training Modules
- Child Outcome Summary (COS) Introductory Training Modules
- ACORN Modules (Data Management System)
- Three-Pronged Approach (TPA) Protocol for Screening Vision and Hearing Modules

Step 2: Live Seminars (Synchronous)

The synchronous portion of the required training framework includes **three live, virtual seminars**. These seminars provide an opportunity for all ESIT Professionals to wholistically

explore the implementation of ESIT Services and strengthen understanding of ESIT guiding principles and concepts. Registration is completed through the [DCYF Training Portal](#).

Live Seminar #1 of 3: Concepts and Practices that Guide ESIT Services

Learners will leave this three-hour session with an understanding of how the ESIT Guiding Principles drive services, the difference between domain-based and functional views of child development, and how global child outcomes support the development of Individualized Family Service Plan (IFSP) outcomes.

Live Seminar #2 of 3: Culturally Responsive Assessment Practices

Learners will leave this three-hour session able to summarize four considerations for culturally responsive assessment, with an understanding of the difference between the Summary of Functional Performance (SFP) and the Present Levels of Development (PLOD) and take a family's culture into consideration when selecting the Child Outcome Summary (COS) descriptor statements.

Live Seminar #3 of 3: Writing Functional IFSP Outcomes to Support Family-Centered Practice

Learners will leave this three-hour session able to develop high quality IFSP outcomes using the seven quality components and gain an understanding of how coaching strategies support families in meeting outcomes.

Ongoing Professional Development

Ongoing Professional Development (PD) allows ESIT Professionals to tailor their specific training needs to their own professional development goals. Ongoing PD builds on the Initial Training Requirements, and it is best for this series be completed first, since it is the foundation of ESIT's entire In-Service Training Framework.

Ongoing PD trainings are funded by DCYF and are **NO COST** to ESIT Professionals. ESIT's training library consists of diverse professional development training opportunities that are offered through other organizations, such as the University of Washington (UW) and the Washington Association of Infant Mental Health (WA-AIMH). The courses can be used to fulfill continuing education requirements for all ESIT Professionals, both direct service providers and administrators. Additionally, these trainings can enhance any ESIT Professional's practice to provide ESIT services through the lens of IMH and IFRH practices and could lead to a WAIMH endorsement.

Consult the [23-24 Ongoing Professional Development and Calendar](#) guidance document for more details.