Building the Relationship-Based Professional Development System

The Department of Children, Youth, and Families (DCYF) is building a diverse relationship-based professional workforce to ensure that all community-level participants are receiving individualized, responsive and effective services. This effort will move us toward the DCYF vision that all children and families have an opportunity to flourish.

Why now?

1. DCYF is investing in relationship-based professional development (RBPD) as it promises greater positive outcomes for children and families.

2. DCYF has an extensive RBPD workforce across many programs, and common preparation pathways are essential to gather workforce data for these roles.

3. DCYF must be able to meet the demand for diverse relationship-based professionals who have an anti-bias approach and represent members of the communities they serve.

What is a Relationship-based Professional Development System?

The Relationship-Based Professional Development system refers to the infrastructure of policies, procedures and standards that guide workforce best-practices, role onboarding, career preparation pathways and workforce data. We are working to launch this system fully by 2025. Elements of the plan below will be implemented incrementally in service of the launch.

WORKFORCE DATA	CAREER PREPARATION PATHWAYS	JOB-SPECIFIC ONBOARDING	RBPD IMPLEMENTATION PROTOCOLS

RELATIONSHIP-BASED PROFESSIONAL DEVELOPMENT STANDARDS

Washington State Department of
CHILDREN, YOUTH & FAMILIES

How are we getting there?

The development of the Relationship-based Professional Development System is taking place through the collaborative effort of a diverse group of stakeholders. The major milestones of this effort are described below.

RELATIONSHIP-BASED PROFESSIONAL DEVELOPMENT SYSTEM – MAJOR MILESTONES		
Relationship-Based Professional Development Standards www.dcyf.wa.gov/sites/default/files/pdf/RBPDStandards.pdf	• Capture the foundational knowledge, skills and abilities that are necessary for high impact RBPD • Describe the individual dispositions and characteristics that can be found in effective professionals • Provide a self-assessment of knowledge and skills	COMPLETED SUMMER 2019
Landscape Analysis	• Explores the development and learning needs of professionals through career stages • Examines existing professional learning opportunities • Provides recommendations for future planning and development	SUMMER 2020
Relationship-Based Professional Development Credential Model	• Creates a standardized approach for collecting workforce data • Provides a formal method for representing the level of professional achievement of the professional • Uses data to inform a responsive professional development system	FALL 2020
Strategic Vision for Preparation Pathways	• Lays out a plan for developing community-based and college-level preparation pathways • Based on recommendations from landscape analysis	WINTER 2020
Development of Preparation Pathways	• Creation of community-based trainings • Development of college courses	2020–2022
Enhancements to MERIT	• Build out professional development registry to reflect the relationship-based professional development system	2021–2022

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Find the latest information on DCYF's website:

www.dcyf.wa.gov/services/earlylearning-profdev/workforce-development/rbpd