

***Building Collaborative Comprehensive Personnel Systems  
Part II: Interagency Collaboration and Competencies***

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**I. What does comprehensive mean?**

**II. What does collaborative mean?**

**III. Comprehensive collaborative personnel development (systems change) requires a self-sustaining infrastructure of**

- **State Government**
  
- **Higher Education**
  
- **Community**
  - Who is “community”?

## **IV. Who gets to decide?**

- **Why?**

## **V. Who is NOT (ever) “at the table”?**

**Why?**

## **VI. The Importance of Content**

- Who decides?
- Who's asked?
- Is it appropriate for the programs where personnel will work?
- Is it appropriate for the children and families personnel will work with?
- Who decides?
- Who's asked?
- What language will it be offered in?
- What context will the content be offered within?
- Who decides?
- Who's asked?
- Where will the content be offered?
- Will the participants be comfortable?
- Will the participants understand the content?
- Who decides?
- Who's asked?
- Can content change attitudes?
- What is a disposition?
- Are attitudes and dispositions part of content?
- Who decides?
- Who's asked?
- What do graduates of the programs need to know in order to do their job?
- Where?
- With whom?

## **VII. What are Competencies?**

- **What do graduates of the program need to be able to do?**
- **What are dispositions?**
- **What dispositions should graduates have?**
  - **Where?**
  - **With whom?**
- **What should content and competencies represent?**
- **How can content and competencies be used to change/influence/DRIVE systems change?**

# VIII. The Relationship between **CONTENT/COMPETENCIES** and Today's Reality

- **Assessment**
- **Accountability**
- **Research-based practice**
- **Standards**
- **BUILDING AN INTEGRATED SYSTEM\_\_**
- **Standards vs. Standardization**

## **IX. New Mexico's Common Core Content/Career Lattice**

- New Mexico's career lattice for early care, education and family support (Haggard, 2002) **[Handout]**  
Available online at  
[http://www.newmexicokids.net/Pro\\_dev/library/LaRistra.pdf](http://www.newmexicokids.net/Pro_dev/library/LaRistra.pdf)
- Common core content (Mactavish, 2002) **[Handout]**  
Available online at  
[http://www.newmexicokids.net/Pro\\_dev/library/LaRistra.pdf](http://www.newmexicokids.net/Pro_dev/library/LaRistra.pdf)

## **X. Common Core Content/Competencies within a dynamic paradigm . . .**

- **Development/revision**
- **Linguistic/cultural responsiveness**
- **Use by range of systems**

