Developing a Culture of Purposeful, Professional Development for Early Educators Part 1 & 2

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1. Has complacency and stagnation set in with your staff related to their spiritual and/or professional development?

<table>
<thead>
<tr>
<th>List of staff members</th>
<th>Energized</th>
<th>Complacent</th>
<th>Not sure</th>
<th>Strengths</th>
<th>Interests</th>
<th>Passion</th>
<th>Learning Style</th>
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2. Are you frustrated with the lack of spiritual and/or professional growth you see in your staff?

3. To develop an excellent early education program with a culture focused on spiritual and professional development, it is important for the teachers to be _______________________, _______________________, _______________________.

4. The key to developing effective professional development plans is to focus on the holistic approach with the program’s mission, vision and goals while crafting individual ______________________ and ______________________development plans for each teacher and teacher assistant.

5. An IPDP - ______________________, _______________________ is a guide for the future professional development plan of staff and a tool to guide career paths which lays out appropriate ______________________ and specific ______________________steps needed to achieve goals.
6. Building the System

☐ Plan professional development (IPDP)
☐ Set goals (SMART)
☐ Provide feedback
☐ Conduct observations
☐ Review data
☐ Provide more feedback

7. Creating a system that aligns the supervisory tasks of writing ________________, conducting observations, providing______________, reviewing data and _________________ professional development will help teachers grow effectively.

8. Reflection questions to ask your staff:
   a. What has been the _________________ of your work as a teacher this year?
   b. What is the biggest _________________ you are facing in your daily work as a teacher?
   c. What are your hopes and dreams for your ________________ and professional life in the next three years?
   d. How can I best support you in ________________ your challenges and reaching your goals?

9. Steps in creating an IPDP:
   a. Fill out the _________________ sheet before the meeting.
   b. Meet with each teacher _____________________________.
   c. Discuss reflection sheet to uncover area of challenge.
d. Director and staff member draft goals separately.
e. Meet again to __________________________ goals and create an action plan.

10. If you were Valerie’s supervisor what other goals and action steps would you include in her IPDP? Work together in groups of two or three and discuss for the next few minutes.

______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________

11. Harvard Project Zero – think, see, ____________

12. Assessment data I can review includes, ______________ feedback surveys, student assessments, ECRES, __________ - __________________________.


14. Reflection Activity: What is currently keeping you from helping your teachers grow spiritually and professionally? Write down your answers. When prompted discuss your answers with another colleague.

______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________

15. Activity:

Go back to the first question and choose a teacher you listed as complacent or stagnate in her growth. Reflect on two goals and action steps that you can implement when you return to help this teacher move from complacent to motivate to grow.
Goal 1. ____________________________________________________________

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<th>Resources Needed</th>
<th>Timeline</th>
<th>Links to Standards</th>
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16. Activity: Develop one goal that will help you grow as a professional Christian early education leader. Provide action steps, resources, timeline and link to a standard if possible.

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17. Reflective Practice Exercise

Think about your core values, professional goals, hopes and dreams. Describe the following:

a. The accomplishments that you are most proud of:

b. Your greatest professional achievement:

c. The key people who influenced your work:

d. The leadership values and principles that guide your work: