



Writing Your Own Ballad: Creating a Professional Development Plan

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Agenda

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- Definition of Professional Development(PD)
- Why a PD plan is important
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- Creating Your PD Plan-Competencies
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Theoretical Background

Marcia Baxter-Magolda (2001) identified four phases in the journey of *Self-Authorship*:

- ❑ Phase 1: **Following Formulas** - Young adults follow plans laid out to them by outside forces, and gain approval from those around them
- ❑ Phase 2: **Crossroads** - Individuals begin to recognize that the plans they have followed have not led them to where they want to be. They also become dissatisfied with following others' plans for them.
- ❑ Phase 3: **Becoming the Author of One's Life** – People recognize their ability to choose their own beliefs and stand up for them, despite outside opposition.
- ❑ Phase 4: **Internal Foundation** – Young adults are grounded in their belief systems, and are open to changing their plans to achieve their goals.

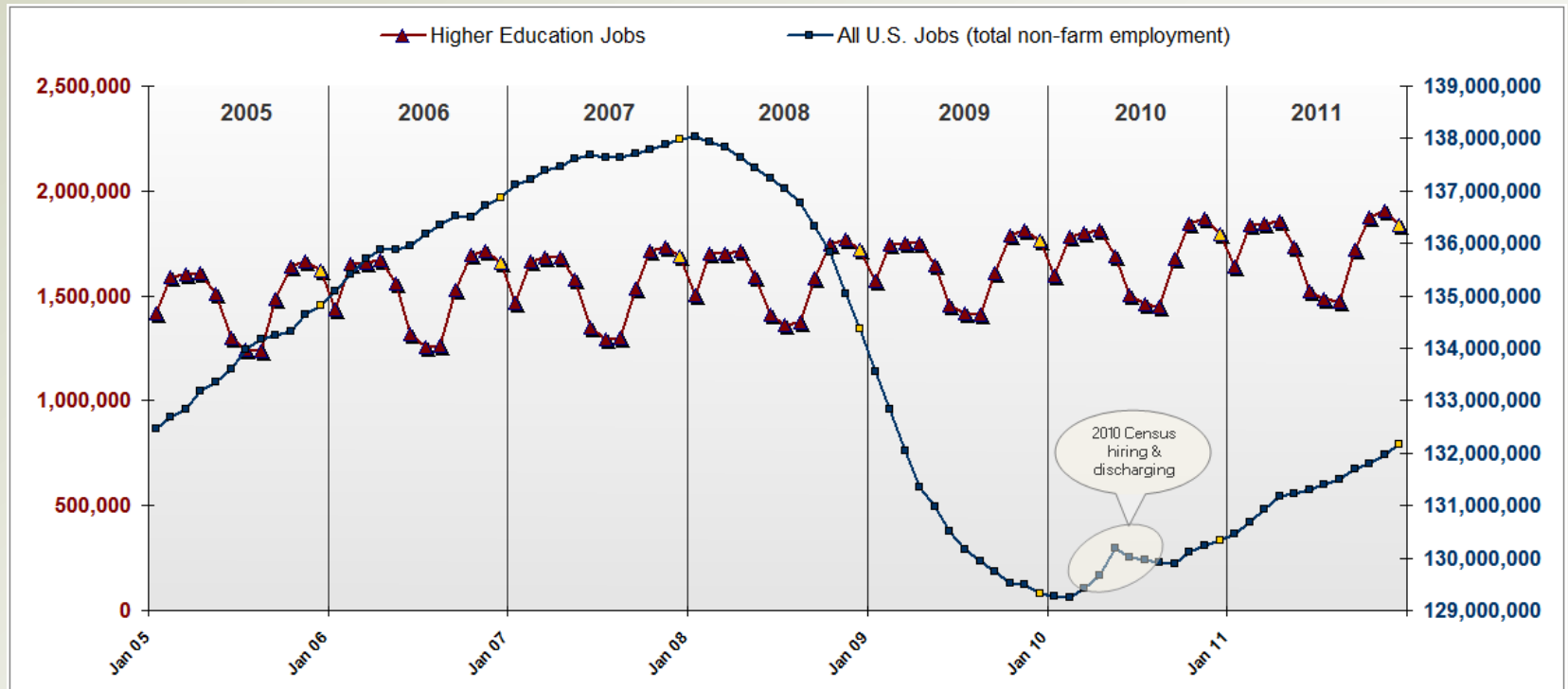
Theoretical Background (Cont.)

Nancy Schlossberg (1984) identified four major sets of factors that helps people cope with *Transition*, which include the 4 S's:

- ▣ **Situation:** What was the catalyst for the transition? Is the transition timely in one's life?
- ▣ **Self:** Personal and demographic factors that influences how a person sees his or her life.
- ▣ **Support:** The social support that a person has their lives that will help to make the transition successful (intimate relationships, family units, networks of friends, and institutions and communities).
- ▣ **Strategies:** Developing plans that modify a current situation, understand the meaning of the transition taking place, and managing the stress that develops after the transition takes place.

Higher Education Employment Overview

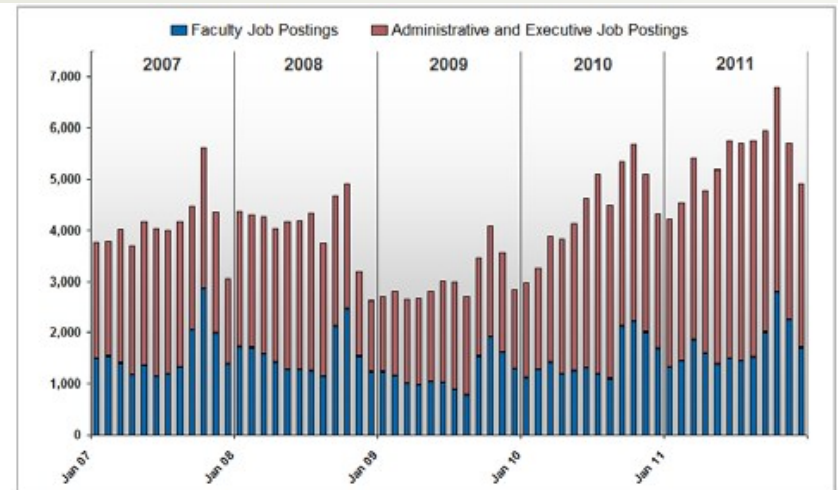
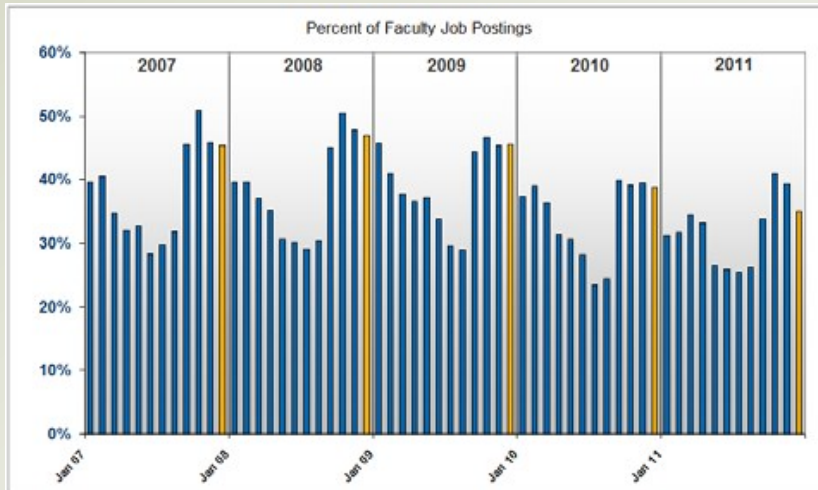
Higher Education Jobs Compared to All U.S. Jobs (Monthly)



Source: HigherEdJobs, based on U.S. Department of Labor / Bureau of Labor Statistics data
(Note: Yellow markers are December data and presented for ease of year-over-year comparison.)

Higher Education Employment Overview

Faculty Job Postings compared to Administrative and Executive Job Posting



Source: HigherEdJobs postings from continuing unlimited posting subscribers

What is Professional Development(PD)?

- Professional development is defined as “ the process of improving staff skills and competencies needed to produce outstanding educational results for students” (Hassel, 1999).
- Professional development is a philosophical approach, not an event.”The term refers to all activities that increase, enhance, and revitalize the professional knowledge and skills of all campus personnel

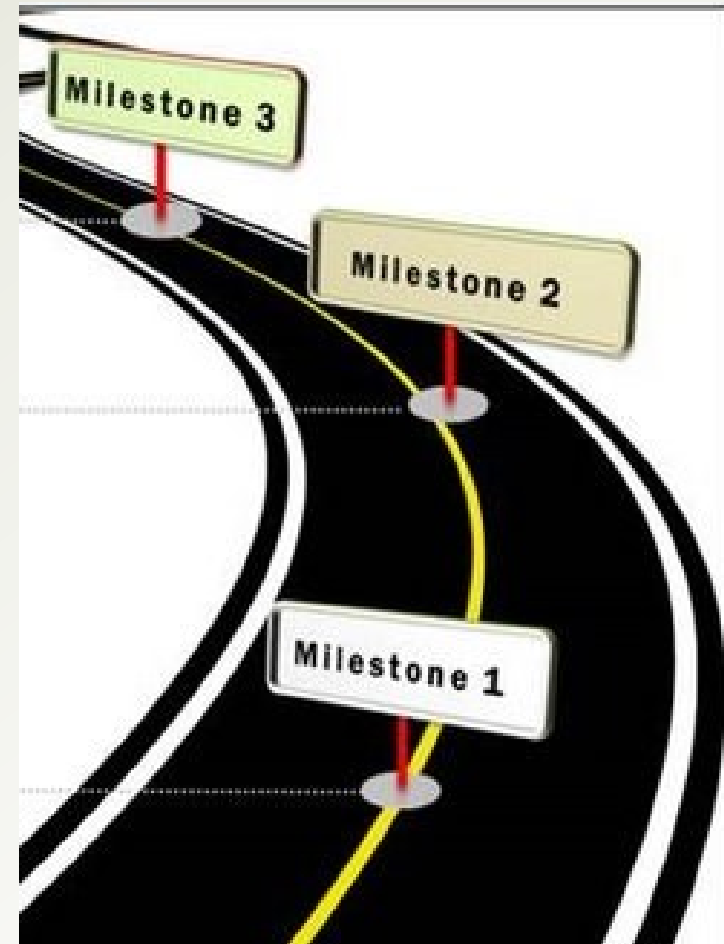
(http://www.es.vccs.edu/pdf/intranet/professional_development_plan.pdf).

Why is Professional Development *So Important?*



What is a Professional Development (PD) Plan?

A PD plan is a roadmap to assist you in getting to the next level. The plan should identify goals, growth opportunities and strategies for skill development.



A PD Plan includes:

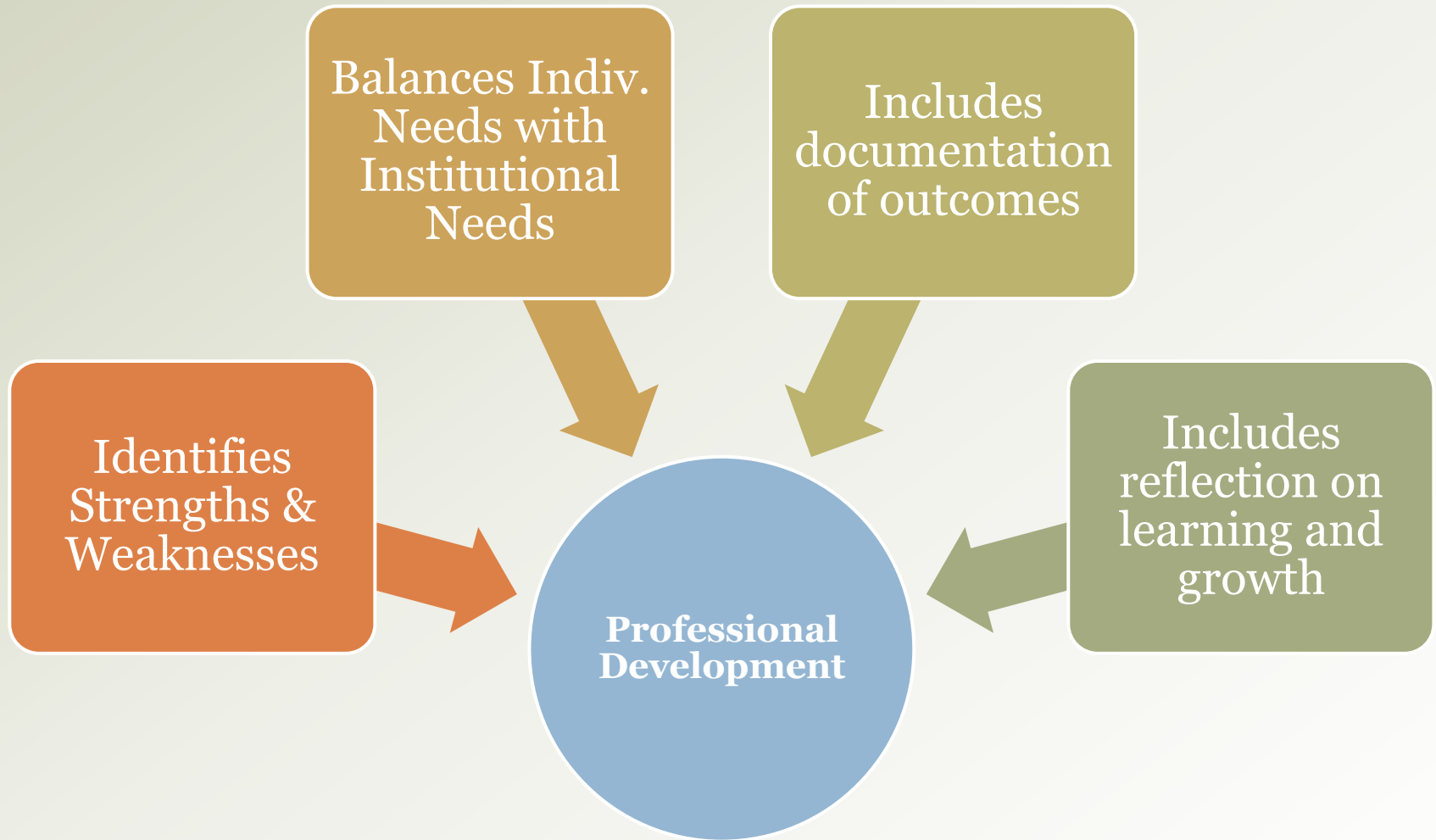
GOALS

I will.....

In what area.....

And then.....

Components of a Good PD Plan



Creating Your Professional Development Plan

Competencies

Technical Knowledge & Skills	Knowledge of Higher Education
Career Advising Knowledge and Skills	Communication and Interpersonal Skills
Foundations Knowledge	Experience that Sets Advisors Apart
College Student Characteristics	
Knowledge and Application of Advising Policies	

Strategies to Get Started

- Recognize the value you bring to your boss, students, and your college/university program.
- Enhance your status.
- Nurture and expand your professional network.
- Partner with your boss to take on greater responsibility.
- Set short-term goals for your professional growth.

Collaborating with Your Supervisor

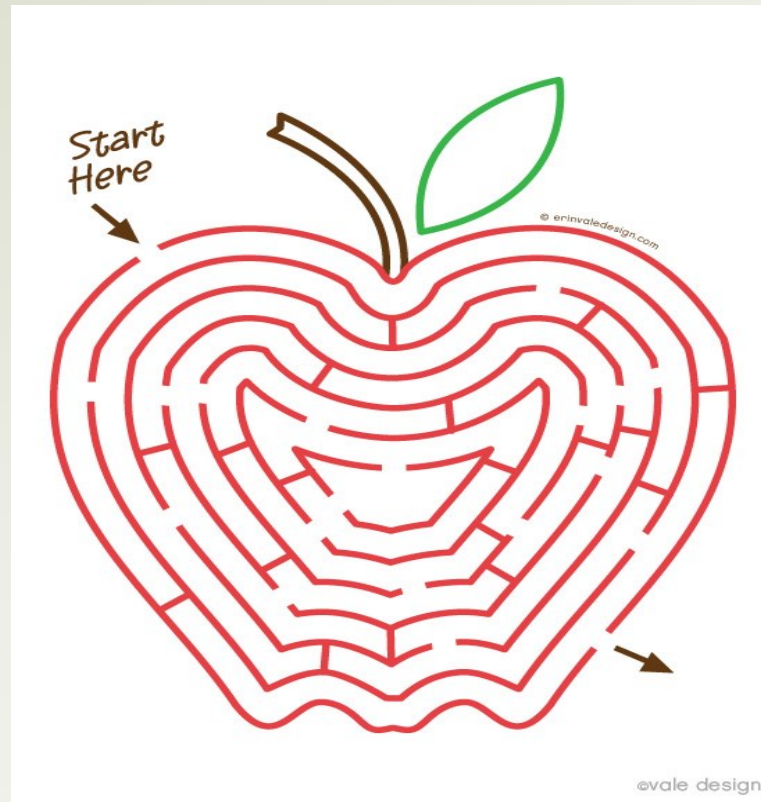
- Consult on an annual basis
 - Create your PD plan in consultation with your supervisor
- Consider ways to collaborate



Examples of PD Activities

Join NACADA *Specialized Professional Associations	Teach a course	Attend a workshop or webinar
Take a class or pursue an advanced degree	Join the executive board of a committee	Obtain a certificate
Learn grant writing	Learn new ways of using technology	Present at a national conference
Conduct action research	Form partnerships	Develop an advising research team
Publish an article	Coach and mentor	Become an editor for a publication

Activity



Documenting Your Professional Development



Things to Keep in Mind About Your PD Plan

- Your PD plan is an evolving document.- it can change as you grow and meet your goals.
- Your PD plan should be reviewed and modified annually with input from supervisor and colleagues.

Once you have your plan laid out:

- Ask Questions! Make every opportunity a learning opportunity.
- LISTEN!
- Don't forget that whatever you do, you represent your department and your institution.
- Don't join more committees or get involved with more projects than you can handle.
- Don't forget to do your job!



Sources

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- http://www.housing.umass.edu/employ/rl_rd_profdev.html