

Department of Youth Development Creating a Professional Development Plan

A strong professional development plan involves:

- an analysis of future programming priorities
- a comprehensive assessment of the professional's competencies
- a well defined strategy to address identified professional development needs.

Program priorities and trends are based on local needs assessment and engage key stakeholders, local officials, and partners. Helpful needs assessment and program planning resources are located at: <https://www.uwex.edu/ces/apps/programplanning/> and <http://www.uwex.edu/ces/pdande/planning/index.html>.

A comprehensive assessment of professional competencies includes a self appraisal of your skills and abilities as an extension educator specializing in the discipline of youth development. All extension educators need to develop and should strive to master competencies in programming, partnership development, interpersonal effectiveness, communications, personal and professional balance, time management and technical/subject matter expertise (see <http://www.uwex.edu/ces/nco/>). Competencies specific to youth development educators are based on the following domains:

- youth development
- youth program development
- volunteerism
- equity, access and opportunity
- partnerships
- organizational systems

(see http://www.national4-hheadquarters.gov/library/4-Hprkc_study_010605.pdf)

A well defined strategy to address professional development needs utilizes a variety of approaches that include but are not limited to seminars, workshops, scholarly reading (including journals and periodicals), formal course work, study tours, professional travel, self-directed study, professional association meetings and distance learning. The plan should outline a timeline for these activities and allow for reflection following professional development efforts. As the situation changes, the professional development plan should be revised to reflect the changing realities.

Approved by the Committee of Professors 9/25/07

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