CREATING AN INDIVIDUAL PROFESSIONAL DEVELOPMENT PLAN IN AN IEP

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WHY ARE WE HERE?

- Many programs require Professional Development

- If you are new you need to learn about the system in your new department

- Maybe you're not new but you don't know what to do

- It is important to understand if Professional Development is a requirement or a suggestion
  - Will it be included on teacher evaluations?
  - Will it be used for promotions?
  - Will it be used for any decisions?

HOW I CAME TO THIS…

- I started at Kansas State University in the fall of 2011
- I was hired as an instructor
  - 80% Teaching
  - 10% Service
  - 10% Professional Development
- First full-time teaching position
- Still working on PhD at a different institution
- I understood the Teaching and Service portion, but…
- *Professional Development?*

PROFESSIONAL DEVELOPMENT

- **What is Professional Development?**
  - Here are two possible definitions

  - "The process of obtaining the skills, qualifications, and experience that allow you to make progress in your career" (http://www.macmillandictionary.com/us/dictionary/american/professional-development)

  - "The advancement of skills or expertise to succeed in a particular profession, esp. through continued education" (http://dictionary.reference.com/browse/professional+development)

WHAT IS PROFESSIONAL DEVELOPMENT TO YOU?

- Work with your neighbors and create a definition you can use…
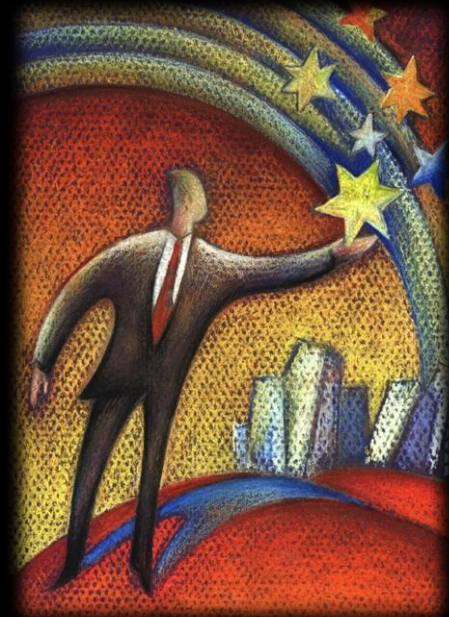
- Anyone want to share?

- **Skills and expertise**

- **Show progress and improvement in your field**

- So for ESL teachers professional development could be seen as:

  - Something that builds an individual's knowledge in the practice of teaching English as a second or other language, in the field of teaching, in working with people from diverse backgrounds, in handling the administrative side of teaching, and anything else that can be seen to improve the ability to teach.

SO WHAT DOES THAT MEAN FOR YOU?

- The first step is to find out what will count as Professional Development in your department…

- Examples
  - Taking a class in Education, ESL, Linguistics, English
  - Maybe a class in a foreign language or one that your students might have to take as they leave your program
  - Cultural events on campus (provided by different student groups or organizations)
  - Online training and courses
  - Conference attendance (local, regional, national, and international)
  - Presentations at conferences or schools

BRAINSTORMING TIME

- Please take five minutes and find people in a program similar to yours and brainstorm what might count as professional development.

- Anyone want to share?

HOW TO FIND OPPORTUNITIES

- University or College calendar
- Community calendar
- Professional Organization calendar (like TESOL, AAAL, NAFSA, AERA, etc.)
- Publishers (many offer online training: Pearson, Cambridge, etc.)
- Subscribe to listserves that are in your field (like those from the professional organizations already mentioned)
- Utilize the departments on your campus that share similar interests
- Classes at your school
- Classes online
- Language or diversity events on campus
- And more…

BRAINSTORMING TIME

- Please take a few minutes and find people in a program similar to yours and brainstorm where you might find professional development opportunities.

- Anyone want to share?

WHAT CAN THE DEPARTMENT DO?

- Provide a list of possible opportunities

  - A specific list (events that are coming up, are local, are free)
    - A detailed calendar updated weekly with opportunities
    - A weekly email sent to all the staff that outlines opportunities

  - A generic list (just ideas of what will count, conference attendance, classes)
    - Provide links to calendars
   - Email links when they are found

WHAT CAN THE DEPARTMENT DO?

- Explain the requirement (if there is one)
  - Appropriate amount of time can be dedicated
  - Transparency in teacher evaluation of the requirement

- Provide some money for individual development
  - Have a system in place before you start
    - Applications, process, rubrics
    - Faculty driven for fairness
  - Allocate maximum amounts for various activities

- If there is no department requirement-
  - This is about improving **your** skills and expertise!
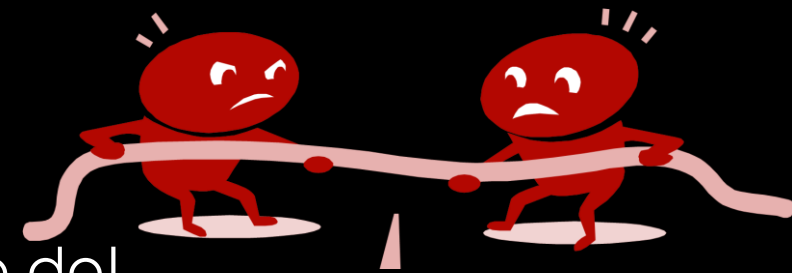
WHAT CAN YOU DO?

- There might be someone to help:
  - Professional Development Chair or Coordinator
  - Director and other administration
  - Faculty trainer

- What you can do on your own:
  - Find opportunities
  - Share opportunities

  - Create your own opportunities-
    - Try a mini-conference for your department using peers
    - Find other departments on campus to work with and develop a partnership
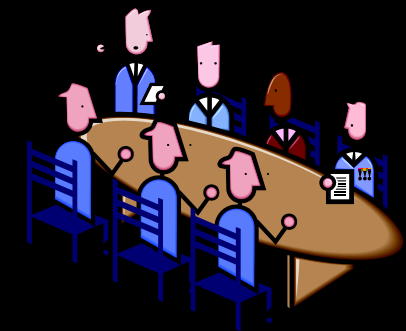
ANOTHER SIDE

- Professional Development is about improving your skills and expertise
- We have focused on individual improvement that benefits the department

- But,
  - You also have to think of your own career goals and aspirations
  - Where do you want to go?
  - What do you need to do to get there?

- Remember this is also about **you** and what you want to do!
- Professional development is necessary to be competitive

THANK YOU!

It's QUESTION TIME!!