

Family Specialist PPD Assessment (Level 3) Professional Development Plan

FS Competencies	PPD1: Demonstrates professionalism in appearance, behavior, and disposition. PPD2: Demonstrates professional conduct consistent with codes of ethics and standards (e.g., family support principles) outlined by legal entities, by the profession, and by family and child programs and services, including those related to dignity and right to privacy. PPD4: Engages in reflective practice and the design of a professional development plan with the goal of improving professional practice and fostering professional growth and cultural competence.
Original Gateways FS Benchmarks	B9, D2, E13, F9, G3, G4, G5, G6

Assessment Guidelines

For this assessment, you are required develop a Professional Development Plan. Your goal in developing this plan is improving professional practice and fostering professional growth and cultural competence.

Professional Development Plan

Reflect on your professional values and related practices. Include an assessment of competencies related to honoring diverse perspectives and your capacity to adjust practice in ways that address personal bias and strengthen your cultural and linguistic responsiveness in your focus. You will be developing a Professional Development Plan based on your current assessment of strengths and challenges in professional practice. Respond to each of the following:

1. What are your current strengths related to your capacity to engage with others in ways that are reflective of your professional values?
2. What do you see as areas of personal bias that may influence your capacity to work effectively with others?
3. What do you see as areas of strength and growth regarding cultural and linguistic responsiveness?

Based on your reflection, identify five goals for improving professional practice. Include at least one goal related to increasing your skills in cultural competence.

- 1.
- 2.
- 3.

- 4.
- 5.

For each of the goals for improving professional practice created, identify one active strategy that will support you in attaining your goal.

Goal	Strategy Supporting Goal Attainment
1.	
2.	
3.	
4.	
5.	

Assessment Rubric (pulled from FS Master Rubrics)

Family Specialist PPD Assessment (Level 3): Professional Development Plan Rubric					
HSW Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
PPD1: Demonstrates professionalism in appearance, behavior, and disposition. FS: F9	Exhibits and models professional behavior and demeanor through dependability, responsibility, work habits, personal appearance and disposition Responds positively and constructively to feedback as a member of the professional team. Applies feedback to professional performance in	Exhibits professional behavior and demeanor through dependability, responsibility, work habits, personal appearance and disposition Responds positively and constructively to feedback as a member of the professional team.	Exhibits inconsistent professional behavior and demeanor through dependability, responsibility, work habits, personal appearance and disposition Responds neutrally to feedback as a member of the early childhood team.	Exhibits unprofessional behavior and demeanor through any of the following: a lack of dependability, a lack of responsibility, poor work habits, unprofessional personal appearance and unprofessional disposition. Responds negatively to feedback as a member of the early childhood team.	

Family Specialist PPD Assessment (Level 3): Professional Development Plan Rubric

HSW Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
	overt and meaningful way.				
<p>PPD2: Demonstrates professional conduct consistent with codes of ethics and standards (e.g., family support principles) outlined by legal entities, by the profession, and by family and child programs and services, including those related to dignity and right to privacy.</p> <p>FS: B9, D2, E13, G4, G5, G6</p>	<p>Identifies legal and policy frameworks that underlie different family and child service systems.</p> <p>Demonstrates professional conduct consistent with codes and standards of legal entities, programs, and own profession.</p> <p>Demonstrates behavior that reflects understanding of personal choices and actions on families and team members, including effects of own beliefs, knowledge, skill, and professional goals.</p> <p>Demonstrates behavior consistent with understanding professional roles during interactions with families, and state implications for family visits and other services.</p> <p>Professional conduct demonstrates cultural and linguistic competence.</p>	<p>Identifies legal and policy frameworks that underlie different family and child service systems.</p> <p>Demonstrates professional conduct consistent with codes and standards of legal entities, programs, and own profession.</p> <p>Demonstrates behavior that reflects understanding of personal choices and actions on families and team members, including effects of own beliefs, knowledge, skill, and professional goals.</p> <p>Demonstrates behavior consistent with understanding professional roles during interactions with families, and state implications for family visits and other services.</p> <p>Identifies and prioritizes personal strategies to participate in and advance the profession.</p>	<p>Identifies legal and policy frameworks that underlie different family or child service systems.</p> <p>Demonstrates professional conduct on a generally consistent basis with codes and standards of legal entities, programs, and own profession.</p> <p>Demonstrates behavior that partially reflects understanding of personal choices and actions on families and team members, including effects of own beliefs, knowledge, skill, and professional goals.</p> <p>Demonstrates behavior that is generally consistent with understanding professional roles during interactions with families, and state implications for family visits and other services.</p>	<p>Identification of legal and policy frameworks that underlie different family or child service systems in accurate or incomplete.</p> <p>Demonstrates professional conduct on an inconsistent basis.</p> <p>Demonstrates behavior that does not reflect understanding of personal choices and actions on families and team members, including effects of own beliefs, knowledge, skill, and professional goals.</p> <p>Demonstrates behavior that is inconsistent with understanding professional roles during interactions with families, and state implications for family visits and other services.</p>	

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HSW Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
<p>PPD4: Engages in reflective practice and the design of a professional development plan with the goal of improving professional practice and fostering professional growth and cultural competence.</p> <p>FS: G3</p>	<p>Reflects on professional values and related practices, including those for honoring diverse perspectives.</p> <p>Adjusts practices to address personal bias and to strengthen cultural and linguistic responsiveness.</p> <p>Creates a professional development plan with the goal of improving professional practice and fostering professional growth and cultural competence.</p> <p>Develops plan for reflecting on and updating professional development plan.</p>	<p>Reflects on professional values and related practices, including those for honoring diverse perspectives.</p> <p>Adjusts practices to address personal bias and to strengthen cultural and linguistic responsiveness.</p> <p>Creates a professional development plan with the goal of improving professional practice and fostering professional growth and cultural competence.</p>	<p>Reflects on professional values and related practices.</p> <p>Adjusts practices based on reflection.</p> <p>Creates a professional development plan.</p>	<p>Does not identify connection between professional values and related practices.</p> <p>Practices to address personal bias and to strengthen cultural and linguistic responsiveness are not recognized or adjusted.</p> <p>Professional development plan goals not conducive to improving professional practice and fostering professional growth and cultural competence.</p>	

Level 2 – Yellow

Level 3 – Green