

Illinois Director Credential (IDC) Personal & Professional Self-Awareness Assessment (Level I) Professional Development Plan

IDC Competencies	PPS1: Identify strategies to support personal and professional development. PPS2: Develop and demonstrate effective leadership skills, including culturally and linguistically responsive communication skills and an intentional management philosophy.
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Assessment Guidelines

This assessment requires that you develop a Professional Development Plan. Required components of your plan include the following:

- A description of the relationship between research and early childhood and/or school-age policy and practice
- An overview of your personal goals. Please use the S.M.A.R.T goal strategy to develop your goals.
- An overview of professional resources that guide your development
- An overview of strategies that you will use to support balance between personal and professional obligations
- A description of your management philosophy, including commentary regarding communication skills, cultural competence, and respect for children and families who are culturally, linguistically, ethnically, socioeconomically, and ability diverse

IDC Personal & Professional Self-Awareness Master Rubric					
Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
PPS1: Identify strategies to support personal and professional development.	Models personal strategies and techniques to support personal and professional development and supports peers in professional development and growth.	Clearly articulates relationships between research and early childhood and/or school-age policy and practice. Provides a comprehensive overview of professional resources, personal goals, and strategies supporting balance between personal and professional obligations.	Provides a partial description of relationships between research and early childhood and/or school-age policy and practice. Provides an overview of professional resources, personal goals, and strategies supporting balance between personal and professional obligations.	Provides an inaccurate or incomplete description of relationships between research and early childhood and/or school-age policy and practice. Provides an inaccurate or incomplete overview of professional resources, personal goals, and strategies supporting balance between personal and professional obligations.	
PPS2: Develop and demonstrate effective leadership skills, including culturally and linguistically responsive communication	Constantly builds and advocates through example exemplary leadership skills, including culturally and linguistically responsive communication skills and an	Management philosophy developed is comprehensive. Communication skills reflect cultural competence and are respectful of children and	Management philosophy is developed. Communication skills are appropriate within context.	Management philosophy is absent or inappropriate. Communication skills are inappropriate within context.	

IDC Personal & Professional Self-Awareness Master Rubric

Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
skills and an intentional management philosophy.	intentional management philosophy.	families who are culturally, linguistically, ethnically, socioeconomically, and ability diverse.			

Level I—Beige