

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

IDC Competencies	<p>PPS1: Identify strategies to support personal and professional development.</p> <p>PPS2: Develop and demonstrate effective leadership skills, including culturally and linguistically responsive communication skills and an intentional management philosophy.</p> <p>PPS3: Implement reflective and intentional administrative practices.</p> <p>PPSA4: Develop, implement, and assess plans that support personal and professional development as well as the status of the profession.</p>
Original Gateways IDC Benchmarks	HRD10, PPS1, PPS2, PPS3, PPS4, PPS5, PPS6, PPS7

Assessment Guidelines

For this assessment, you will develop your own Professional Development Plan. Your plan should include:

- Your personal philosophy for professional growth, development & reflection
- Your 1-year, 5-year, & 10-year plan/goals for professional development and growth
- A description of your Personal Learning Network (PLN)
 - Blogs, listservs, and other professional resources you follow and contribute to
 - ECE and other leaders you follow (twitter, Facebook, etc.)
 - Professional Organization affiliations, memberships, participation and roles
- Plan for self-evaluation and reflection as well as mentorship

Assessment Rubric (pulled from IDC Master Rubrics)

IDC Personal & Professional Self-Awareness Assessment (Levels I-III): Professional Development Plan Rubric					
Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
<p>PPS1: Identify strategies to support personal and professional development.</p> <p>IDC: PPS1, PPS4, PPS5</p>	Models personal strategies and techniques to support personal and professional development and supports peers in professional development and growth.	Names strategies and techniques to support personal and professional development in specific contexts and situations	Names some general personal and professional development opportunities	Cannot name strategies or techniques to support personal and professional development and/or promotes developmental activities which do not match the professional context or situation	
<p>PPS2: Develop and demonstrate effective leadership skills,</p>	Constantly builds and advocates through example exemplary leadership skills,	Strives to acquire and exhibit through example effective leadership skills, including	Attempts to build leadership skills, including culturally and linguistically responsive	Models ineffective leadership skills. Cannot articulate a management philosophy.	

IDC Personal & Professional Self-Awareness Assessment (Levels I-III): Professional Development Plan Rubric

Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
including culturally and linguistically responsive communication skills and an intentional management philosophy. IDC: PPS2, PPS6, PPS7, HRD10	including culturally and linguistically responsive communication skills and an intentional management philosophy.	culturally and linguistically responsive communication skills and an intentional management philosophy.	communication skills and to express a management philosophy.		
PPS3: Implement reflective and intentional administrative practices. IDC: PPS3	Supports other leaders in the implementation of reflective and intentional administrative practices which are substantive and fit the situational context	Puts into effect reflective and intentional administrative practices which are substantive and fit the situational context	Struggles to put into effect intentional administrative practices fit the situational context	Puts into effect reflective and intentional administrative practices which are substantive and fit the situational context	
PPS4: Develop, implement, and assess plans that support personal and professional development as well as the status of the profession. IDC: PPS1, PPS5	Supports others, through example, in producing, carrying out and evaluating plans that support personal and professional development as well as the status of the profession.	Creates, carries out and evaluates plans that support personal and professional development.	Creates and attempts to carry out plans that support professional development	Cannot create and/or carry out and/or evaluate plans that support personal and professional development	

Level I—Beige

Level II—Blue

Level III—Purple